

**1999**

**State Government  
Workforce  
Profile**

with selected local data

**NEW JERSEY DEPARTMENT OF  
PERSONNEL**

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Governor

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**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE**

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**STATE GOVERNMENT WORKFORCE PROFILE**

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**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE**

*INTRODUCTION*

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The Office of Planning and Research in the Office of External Affairs has compiled this Workforce Profile from data captured by the Department of Personnel's automated personnel files, and from the Office of Management and Budget's automated payroll files. It includes profiles of the State Government workforce as of January 1, 1999, comparisons of the workforce at the end of Fiscal Year 1998 with its composition at the end of previous Fiscal Years, and summaries of personnel actions during Fiscal Year 1998.

We have included trend data where significant trends exist, and where data have been retained long enough to document such trends. In cases where we have charted a distribution of employees by some variable (for example, by age or by salary), we have compared the most recent distribution with the previous year's where possible. Longer-term trend charts typically plot a single statistic (an average, total, or net change value) by year, to avoid excessive complexity. However, we have reproduced total counts by Department for every year since 1960.

Where possible, we have noted changes in staffing that are due to structural changes rather than due to routine movement into and out of the State Government workforce. These changes include the elimination of the Department of Commerce and Economic Development which was replaced by the autonomous New Jersey Commerce and Economic Growth Commission. The Office of Administrative Law and the Office of the Public Defender have been moved from the Department of State and are now "in but not of" the Department of the Treasury. We have tried to annotate any figures that show significant changes as a result of these actions. As of January of 1999, there are no further structural changes to report.

Most of these reports are based on the Department of Personnel's own records. However, certain information is only available from Centralized Payroll, particularly with regard to union representation of State Government employees. The paycheck counts from Centralized Payroll do not, however, include exactly the same employees as do counts from the Department of Personnel's automated personnel files. In the Department of Personnel files, data are included for Career Service employees in the State Colleges, many of whom were formerly counted in the Department of Higher Education but who are not included in paycheck counts or reports based on payroll files. The same is true for certain employees on leave without pay. We include these employees since they are included in the State Government Merit System.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE**

*INTRODUCTION (continued)*

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This profile includes breakdown data for agencies that State law places “in but not of” the constitutionally authorized Departments. In all appropriate tables, Departments that include “in but not of” agencies have both the overall information for the Department (shown in capital letters) and breakdown data for the Department proper and the “in but not of” agencies (shown in parentheses).

The profile also includes a separate category for the Displaced Worker Pool. In 1996, the Department of Personnel implemented a program in which a temporary pool of displaced employees serviced the temporary staffing needs of various State departments and agencies, until these displaced workers found permanent employment. The appropriations act enabled the Department of the Treasury to transfer funds to the Department of Personnel from other State departments to fund the creation of the Displaced Workers Pool and the salaries of participants. The Pool was activated again in 1998 for workers laid off when the Department of Commerce was eliminated.

The table on the next page provides a general overview of the number of State Government employees in each Department, along with some important statistics computed for the entire State Government workforce. We have provided the January 1998 employee counts for comparison, and shown the absolute and percentage increase or decrease alongside. Overall, there was a reduction of 1.1 percent in the size of the State Government workforce during 1998.

The Department of Personnel welcomes your comments or questions regarding this report. The Office of Planning and Research is able to assist individual agencies with specific workforce analyses; for more information, contact Jeff Richter at (609) 633-7522.

# STATE OF NEW JERSEY STATE GOVERNMENT WORKFORCE OVERVIEW

JANUARY 1, 1999

DEPARTMENT	NUMBER OF EMPLOYEES		
	1/1/1998	1/1/1999	CHANGE OVER 1 YEAR
AGRICULTURE	242	245	+ 3 (+1.2%)
BANKING & INSURANCE	573	479	- 94 (-16.4%)
COMMERCE & ECONOMIC DEVELOPMENT	124	0*	- 124 (-100.0%)
COMMUNITY AFFAIRS	928	989	+ 61 (+6.6%)
CORRECTIONS	9,520	9,723	+ 203 (+2.1%)
(Corrections)	(9,357)	(9,555)	(+198) (+2.1%)
(State Parole Board)	(163)	(168)	(+5) (+3.1%)
EDUCATION	848	896	+ 48 (+5.7%)
ENVIRONMENTAL PROTECTION	3,117	3,161	+ 44 (+1.4%)
GOVERNOR'S OFFICE	144	157	+ 13 (+9.0%)
HEALTH & SENIOR SERVICES	1,825	1,898	+ 73 (+4.0%)
HUMAN SERVICES	19,642	18,489	- 1153 (-5.9%)
LABOR	4,303	4,174	- 129 (-3.0%)
LAW & PUBLIC SAFETY	7,869	8,374	+ 505 (+6.4%)
(Law & Public Safety)	(6,513)	(6,901)	(+388) (+6.0%)
(Juvenile Justice)	(1,356)	(1,473)	(+117) (+8.6%)
MILITARY & VETERANS AFFAIRS	1,440	1,472	+ 32 (+2.2%)
PERSONNEL	443	423	- 20 (-4.5%)
STATE	409	337	- 72 (-17.6%)
(State)	(241)	(172)	(-69) (-28.6%)
(Commission on Higher Education)	(21)	(21)	(+0) (+0.0%)
(Public Broadcasting)	(147)	(144)	(-3) (-2.0%)
TRANSPORTATION	5,771	5,240	- 531 (-9.2%)
TREASURY	6,820	6,821	+ 1 (+0.0%)
(Treasury)	(4,990)	(4,971)	(-19) (-0.4%)
(Administrative Law)	(119)	(120)	(+1) (+0.8%)
(Casino Control)	(344)	(342)	(-2) (-0.6%)
(Public Defender)	(861)	(883)	(+22) (+2.6%)
(Public Utilities)	(276)	(268)	(-8) (-2.9%)
(Ratepayer Advocate)	(35)	(35)	(+0) (+0.0%)
(Student Assistance)	(195)	(202)	(+7) (+3.6%)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>64,018</b>	<b>62,878</b>	<b>- 1140 (-1.8%)</b>
STATE COLLEGES (Career Service Only)	3,499	3,613	+ 114 (+3.3%)
DISPLACED WORKER POOL	0	4	+ 4 (+400.0%) <sup>3</sup>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>67,517</b>	<b>66,495</b>	<b>- 1022 (-1.5%)</b>
JUDICIARY	8,887	9,058	+ 171 (+1.9%)
LEGISLATURE	473	478	+ 5 (+1.1%)
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>76,877</b>	<b>76,031</b>	<b>- 846 (-1.1%)</b>

AGE  
Average: 44  
Median: 44

LENGTH OF SERVICE  
Average: 13 years  
Median: 12 years

SALARY<sup>1</sup>  
Average: \$42,949  
Median: \$38,868

GENDER  
Female: 40,950 (54%)  
Male: 35,081 (46%)

MINORITY EMPLOYEES  
26,753 (35%)

UNION REPRESENTATION<sup>2</sup>  
59,507 (83%)

<sup>1</sup>Full-time employees only.

<sup>2</sup>From Centralized Payroll files. Excludes State Colleges and employees on leave without pay.

<sup>3</sup>Displaced Worker Pool created October 1996.

\* On August 31, 1998, the Department of Commerce & Economic Development was replaced by the autonomous Commerce & Economic Growth Commission (see page 9). Unless otherwise noted, all data provided by the Department of Personnel from automated personnel files.

**STATE OF NEW JERSEY**  
**STATISTICS BY AGENCY**

*INTRODUCTION*

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The following group of tables shows statistics for each of the Executive Departments, the Career Service employees in the State Colleges, all employees in the Judiciary, and the Legislature. Page 5 presents counts of employees by work schedule. In addition to full-time and part-time salaried employees who are paid a percentage of a full-time salary, some agencies employ seasonal or intermittent employees who are paid an hourly wage or employees on a “per diem” (daily) basis. A pie chart summarizes the totals for the entire State Government workforce.

Page 6 shows a similar breakdown for employees’ class of service. Again, we have included a pie chart to show the classification breakdown of the State Government workforce at a glance, but there is considerable variation in the proportion of career employees among the various agencies.

Page 7 presents a profile of the “average” State Government employee by agency. In addition to average age, length of service, and salary statistics, we have also computed the median salary for each agency. The “average” or mean salary is the sum of all salaries divided by the number of salaries, while the median salary is the salary of the employee whose name appears at the exact middle of a list of employees sorted by salary, from the lowest to the highest. Most employees earn a salary that is below the average, because most jobs are at the lower levels of organization. As a result, the median salary is usually lower than the mean or “average” salary. Some agencies have a median salary that approaches or exceeds the average; this may indicate a narrower or more uniform distribution of salaries, or a greater proportion of high-level employees at these agencies.

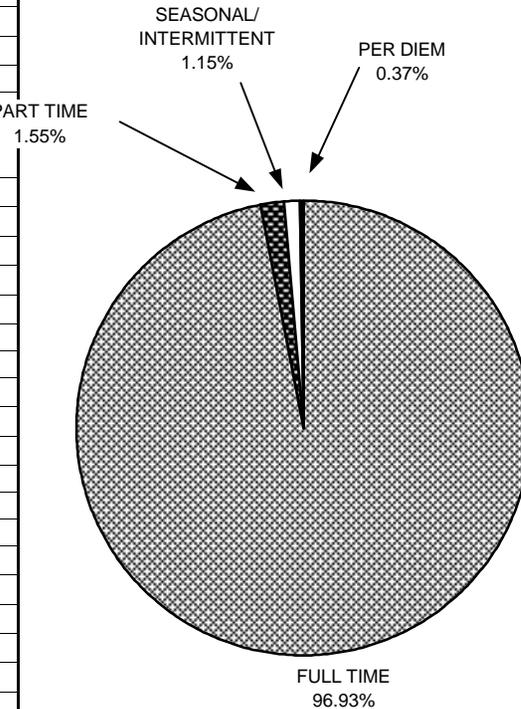
The table on Page 8 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds such as the Property Tax Relief Fund and the Casino Revenue Fund. You will notice that, in addition to these three sources, two others are shown in the table: revolving funds and higher education funds. Revolving funds are funds that have been established from the General Fund at some point in time, but sustain themselves from year to year as the organizations that they support charge other State agencies for their services. Examples of organizations supported by revolving funds include the State Government Distribution Center and the Office of Information Technology in the Department of the Treasury. Higher education funds represent a combination of appropriations from the General Fund, Federal funds, special purpose funds, and tuition receipts.

Page 9 lists other public sector employers whose employees are sometimes not considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various Commissions and Authorities that do not enter employee information into the Department of Personnel’s automated files. We have presented data collected by a telephone survey, and have included information on the source(s) of funds for each agency.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT**

JANUARY 1, 1999

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
<b>AGRICULTURE</b>	243	2	0	0	245
<b>BANKING &amp; INSURANCE</b>	478	1	0	0	479
<b>COMMUNITY AFFAIRS</b>	989	0	0	0	989
<b>CORRECTIONS</b>	9,709	14	0	0	9,723
(Corrections)	(9,543)	(12)	(0)	(0)	(9,555)
(State Parole Board)	(166)	(2)	(0)	(0)	(168)
<b>EDUCATION</b>	889	7	0	0	896
<b>ENVIRONMENTAL PROTECTION</b>	3,126	35	0	0	3,161
<b>GOVERNOR'S OFFICE</b>	155	2	0	0	157
<b>HEALTH &amp; SENIOR SERVICES</b>	1,890	8	0	0	1,898
<b>HUMAN SERVICES</b>	17,660	826	1	2	18,489
<b>LABOR</b>	3,734	5	425	10	4,174
<b>LAW &amp; PUBLIC SAFETY</b>	8,140	21	0	213	8,374
(Law & Public Safety)	(6,677)	(11)	(0)	(213)	(6,901)
(Juvenile Justice)	(1,463)	(10)	(0)	(0)	(1,473)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,433	39	0	0	1,472
<b>PERSONNEL</b>	417	6	0	0	423
<b>STATE</b>	328	9	0	0	337
(State)	(172)	(0)	(0)	(0)	(172)
(Commission on Higher Education)	(20)	(1)	(0)	(0)	(21)
(Public Broadcasting)	(136)	(8)	(0)	(0)	(144)
<b>TRANSPORTATION</b>	5,192	4	0	44	5,240
<b>TREASURY</b>	6,345	47	421	8	6,821
(Treasury)	(4,510)	(32)	(421)	(8)	(4,971)
(Administrative Law)	(120)	(0)	(0)	(0)	(120)
(Casino Control)	(340)	(2)	(0)	(0)	(342)
(Public Defender)	(870)	(13)	(0)	(0)	(883)
(Public Utilities)	(268)	(0)	(0)	(0)	(268)
(Ratepayer Advocate)	(35)	(0)	(0)	(0)	(35)
(Student Assistance)	(202)	(0)	(0)	(0)	(202)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	60,728	1,026	847	277	62,878
<b>STATE COLLEGES (Career Service Only)</b>	3,449	131	25	8	3,613
<b>DISPLACED WORKER POOL</b>	4	0	0	0	4
<b>TOTAL EXECUTIVE BRANCH</b>	64,181	1,157	872	285	66,495
<b>JUDICIARY</b>	9,038	20	0	0	9,058
<b>LEGISLATURE</b>	478	0	0	0	478
<b>TOTAL STATE GOVT WORKFORCE</b>	73,697	1,177	872	285	76,031

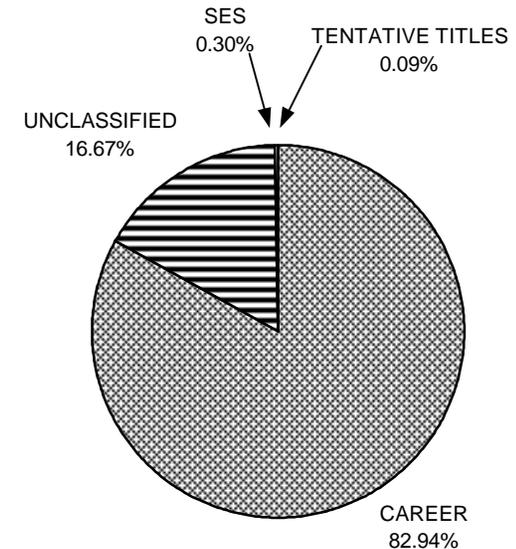


Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce as of 1/1/1999: 76,031.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT EMPLOYEE CLASSIFICATION BY DEPARTMENT**

JANUARY 1, 1999

DEPARTMENT	COMPE-TITIVE	NON-COMPE-TITIVE	TOTAL CAREER	UNCLASS-IFIED	TENTA-TIVE	SR.EXEC. SERVICE	GRAND TOTAL
<b>AGRICULTURE</b>	220	12	232	12	0	1	245
<b>BANKING &amp; INSURANCE</b>	367	19	386	93	0	0	479
<b>COMMUNITY AFFAIRS</b>	916	24	940	49	0	0	989
<b>CORRECTIONS</b>	9,045	136	9,181	541	1	0	9,723
(Corrections)	(8,993)	(128)	(9,121)	(433)	(1)	(0)	(9,555)
(State Parole Board)	(52)	(8)	(60)	(108)	(0)	(0)	(168)
<b>EDUCATION</b>	300	378	678	218	0	0	896
<b>ENVIRONMENTAL PROTECTION</b>	2,698	319	3,017	126	0	18	3,161
<b>GOVERNOR'S OFFICE</b>	31	1	32	125	0	0	157
<b>HEALTH &amp; SENIOR SERVICES</b>	1,666	123	1,789	81	0	28	1,898
<b>HUMAN SERVICES</b>	13,399	4,256	17,655	809	0	25	18,489
<b>LABOR</b>	3,464	511	3,975	169	0	30	4,174
<b>LAW &amp; PUBLIC SAFETY</b>	2,901	784	3,685	4,678	0	11	8,374
(Law & Public Safety)	(2,004)	(546)	(2,550)	(4,342)	(0)	(9)	(6,901)
(Juvenile Justice)	(897)	(238)	(1,135)	(336)	(0)	(2)	(1,473)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	734	435	1,169	303	0	0	1,472
<b>PERSONNEL</b>	365	25	390	18	1	14	423
<b>STATE</b>	164	7	171	163	1	2	337
(State)	(146)	(5)	(151)	(19)	(0)	(2)	(172)
(Commission on Higher Education)	(6)	(1)	(7)	(14)	(0)	(0)	(21)
(Public Broadcasting)	(12)	(1)	(13)	(130)	(1)	(0)	(144)
<b>TRANSPORTATION</b>	4,820	362	5,182	27	0	31	5,240
<b>TREASURY</b>	5,058	648	5,706	1,048	2	65	6,821
(Treasury)	(4,105)	(596)	(4,701)	(234)	(0)	(36)	(4,971)
(Administrative Law)	(73)	(4)	(77)	(43)	(0)	(0)	(120)
(Casino Control)	(48)	(1)	(49)	(293)	(0)	(0)	(342)
(Public Defender)	(462)	(38)	(500)	(383)	(0)	(0)	(883)
(Public Utilities)	(214)	(5)	(219)	(18)	(2)	(29)	(268)
(Ratepayer Advocate)	(11)	(1)	(12)	(23)	(0)	(0)	(35)
(Student Assistance)	(145)	(3)	(148)	(54)	(0)	(0)	(202)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>46,148</b>	<b>8,040</b>	<b>54,188</b>	<b>8,460</b>	<b>5</b>	<b>225</b>	<b>62,878</b>
<b>STATE COLLEGES (Career Svc)</b>	<b>2,282</b>	<b>1,328</b>	<b>3610</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3,613</b>
<b>DISPLACED WORKER POOL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>48,430</b>	<b>9,368</b>	<b>57,798</b>	<b>8,467</b>	<b>5</b>	<b>225</b>	<b>66,495</b>
<b>JUDICIARY</b>	<b>4,405</b>	<b>855</b>	<b>5,260</b>	<b>3,732</b>	<b>66</b>	<b>0</b>	<b>9,058</b>
<b>LEGISLATURE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>478</b>	<b>0</b>	<b>0</b>	<b>478</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>52,835</b>	<b>10,223</b>	<b>63,058</b>	<b>12,677</b>	<b>71</b>	<b>225</b>	<b>76,031</b>



Data provided by the Department of Personnel automated personnel files.

Percentages refer to the total State Government

**STATE OF NEW JERSEY**  
**AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY**

JANUARY 1, 1999

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY*	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	<b>46</b>	<b>\$45,799</b>	<b>\$42,252</b>	<b>15</b>
<b>BANKING &amp; INSURANCE</b>	<b>47</b>	<b>\$50,852</b>	<b>\$50,000</b>	<b>13</b>
<b>COMMUNITY AFFAIRS</b>	<b>47</b>	<b>\$46,324</b>	<b>\$44,358</b>	<b>12</b>
<b>CORRECTIONS</b>	<b>41</b>	<b>\$47,106</b>	<b>\$50,296</b>	<b>10</b>
(Corrections)	(41)	(\$47,057)	(\$50,296)	(10)
(State Parole Board)	(41)	(\$49,908)	(\$47,726)	(12)
<b>EDUCATION</b>	<b>47</b>	<b>\$51,775</b>	<b>\$49,271</b>	<b>12</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>44</b>	<b>\$49,219</b>	<b>\$48,456</b>	<b>14</b>
<b>GOVERNOR'S OFFICE</b>	<b>39</b>	<b>\$48,910</b>	<b>\$42,102</b>	<b>6</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>48</b>	<b>\$47,564</b>	<b>\$47,912</b>	<b>14</b>
<b>HUMAN SERVICES</b>	<b>45</b>	<b>\$37,883</b>	<b>\$33,421</b>	<b>13</b>
<b>LABOR</b>	<b>48</b>	<b>\$42,261</b>	<b>\$38,428</b>	<b>14</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>42</b>	<b>\$47,444</b>	<b>\$46,473</b>	<b>11</b>
(Law & Public Safety)	(42)	(\$48,931)	(\$50,390)	(12)
(Juvenile Justice)	(41)	(\$40,661)	(\$37,479)	(9)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>46</b>	<b>\$34,120</b>	<b>\$30,499</b>	<b>10</b>
<b>PERSONNEL</b>	<b>48</b>	<b>\$49,144</b>	<b>\$46,254</b>	<b>20</b>
<b>STATE</b>	<b>45</b>	<b>\$45,921</b>	<b>\$46,254</b>	<b>13</b>
(State)	(45)	(\$40,614)	(\$36,787)	(16)
(Commission on Higher Education)	(47)	(\$53,977)	(\$53,932)	(11)
(Public Broadcasting)	(44)	(\$51,449)	(\$50,008)	(13)
<b>TRANSPORTATION</b>	<b>46</b>	<b>\$42,650</b>	<b>\$38,428</b>	<b>18</b>
<b>TREASURY</b>	<b>46</b>	<b>\$47,552</b>	<b>\$44,085</b>	<b>14</b>
(Treasury)	(46)	(\$47,602)	(\$44,147)	(15)
(Administrative Law)	(49)	(\$56,987)	(\$45,117)	(10)
(Casino Control)	(45)	(\$45,947)	(\$42,000)	(14)
(Public Defender)	(45)	(\$54,816)	(\$55,768)	(14)
(Public Utilities)	(47)	(\$54,498)	(\$53,199)	(15)
(Ratepayer Advocate)	(42)	(\$56,761)	(\$58,360)	(7)
(Student Assistance)	(46)	(\$43,148)	(\$40,203)	(13)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>45</b>	<b>\$43,231</b>	<b>\$40,229</b>	<b>(13)</b>
<b>STATE COLLEGES (Career Service Only)</b>	<b>46</b>	<b>\$31,123</b>	<b>\$29,338</b>	<b>11</b>
<b>DISPLACED WORKER POOL</b>	<b>49</b>	<b>\$51,610</b>	<b>\$51,951</b>	<b>0</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>45</b>	<b>\$43,234</b>	<b>\$40,229</b>	<b>13</b>
<b>JUDICIARY</b>	<b>44</b>	<b>\$39,531</b>	<b>\$32,776</b>	<b>11</b>
<b>LEGISLATURE</b>	<b>41</b>	<b>\$51,417</b>	<b>\$47,169</b>	<b>11</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>44</b>	<b>\$42,949</b>	<b>\$38,868</b>	<b>13</b>

\*Excludes part-time and per diem employees. Data provided by the Department of Personnel from automated personnel files.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY FUND SOURCE**

JANUARY 1, 1999

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	HIGHER EDUCATION 900	TOTAL
<b>AGRICULTURE</b>	146	42	0	57	0	245
<b>BANKING &amp; INSURANCE</b>	475	0	0	4	0	479
<b>COMMUNITY AFFAIRS</b>	604	245	43	97	0	989
<b>CORRECTIONS</b>	9,240	38	218	227	0	9,723
(Corrections)	(9,072)	(38)	(218)	(227)	(0)	(9,555)
(State Parole Board)	(168)	(0)	(0)	(0)	(0)	(168)
<b>EDUCATION</b>	446	259	29	162	0	896
<b>ENVIRONMENTAL PROTECTION</b>	2,948	138	6	69	0	3,161
<b>GOVERNOR'S OFFICE</b>	133	0	24	0	0	157
<b>HEALTH &amp; SENIOR SERVICES</b>	705	810	115	268	0	1,898
<b>HUMAN SERVICES</b>	12,992	4,932	10	555	0	18,489
<b>LABOR</b>	688	3,479	0	7	0	4,174
<b>LAW &amp; PUBLIC SAFETY</b>	6,466	146	5	1,757	0	8,374
(Law & Public Safety)	(5,408)	(110)	(5)	(1,378)	(0)	(6,901)
(Juvenile Justice)	(1,058)	(36)	(0)	(379)	(0)	(1,473)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,320	152	0	0	0	1,472
<b>PERSONNEL</b>	420	0	0	3	0	423
<b>STATE</b>	248	2	51	36	0	337
(State)	(114)	(2)	(51)	(5)	(0)	(172)
(Commission on Higher Education)	(21)	(0)	(0)	(0)	(0)	(21)
(Public Broadcasting)	(113)	(0)	(0)	(31)	(0)	(144)
<b>TRANSPORTATION</b>	4,064	1,176	0	0	0	5,240
<b>TREASURY</b>	4,851	179	1,364	427	0	6,821
(Treasury)	(3,545)	(0)	(1,364)	(62)	(0)	(4,971)
(Administrative Law)	(109)	(0)	(0)	(11)	(0)	(120)
(Casino Control)	(0)	(0)	(0)	(342)	(0)	(342)
(Public Defender)	(881)	(0)	(0)	(2)	(0)	(883)
(Public Utilities)	(251)	(17)	(0)	(0)	(0)	(268)
(Ratepayer Advocate)	(35)	(0)	(0)	(0)	(0)	(35)
(Student Assistance)	(30)	(162)	(0)	(10)	(0)	(202)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>45,746</b>	<b>11,598</b>	<b>1,865</b>	<b>3,669</b>	<b>0</b>	<b>62,878</b>
<b>STATE COLLEGES (Career Service Only)</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,611</b>	<b>3,613</b>
<b>DISPLACED WORKER POOL</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>45,752</b>	<b>11,598</b>	<b>1,865</b>	<b>3,669</b>	<b>3,611</b>	<b>66,495</b>
<b>JUDICIARY</b>	<b>7,671</b>	<b>1,206</b>	<b>0</b>	<b>181</b>	<b>0</b>	<b>9,058</b>
<b>LEGISLATURE</b>	<b>478</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>478</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>53,901</b>	<b>12,804</b>	<b>1,865</b>	<b>3,850</b>	<b>3,611</b>	<b>76,031</b>

**STATE OF NEW JERSEY**  
**OTHER GOVERNMENT EMPLOYMENT**

JANUARY 1999

AGENCY	FULL TIME	PART TIME	TOTAL 1999	TOTAL 1998	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	50	4	54	53	1	MARKETING FEE REVENUE
CASINO REINVESTMENTS AUTHORITY	37	0	37	37	0	CASINO REVENUE
COMMERCE & ECONOMIC GROWTH COMMISSION	115	6	121	**	121**	STATE FUNDS, FEES, AND REVENUES
DELAWARE RIVER & BAY AUTHORITY*	470	300	770	750	20	TOLLS
DELAWARE RIVER BASIN COMMISSION*	41	0	41	38	3	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION*	307	49	356	373	-17	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY*	600	0	600	646	-46	TOLLS & FARES
EDUCATIONAL FACILITIES AUTHORITY	7	0	7	7	0	FEE REVENUES
HACKENSACK MEADOWLANDS DEVELOPMENT COMM.	101	13	114	105	9	SELF FUNDED VIA GENERATED FEES AND REVENUE
HIGHER EDUCATION UNCLASSIFIED	3,704	377	4,081	4,081	0	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	209	2	211	211	0	BOND REVENUES
INTERSTATE SANITATION COMMISSION*	15	0	15	12	3	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	102	0	102	101	1	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY HIGHWAY AUTHORITY	1,165	141	1,306	1,313	-7	TOLLS
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,033	21	1,054	1,023	31	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	802	1,689	2,491	2,534	-43	SELF FUNDED
NEW JERSEY TURNPIKE AUTHORITY	1,660	707	2,367	2,409	-42	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	111	2	113	113	0	INDEPENDENT/FUNDED THROUGH AUTHORITY
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	28	0	28	26	2	FEES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	150	0	150	150	0	WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION (NJ SECTION)	100	10	110	119	-9	STATE APPROPRIATIONS AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	571	0	571	570	1	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	236	2	238	249	-11	WATER SALE REVENUES
PINELANDS COMMISSION	49	3	52	53	-1	STATE APPROPRIATIONS, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY†	7,163	45	7,208	7,304	-96	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	51	1	52	56	-4	SEWAGE FEES
RUTGERS	8,588	211	8,799	8,597	202	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	129	2	131	120	11	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	232	101	333	326	7	TOLLS
UNIVERSITY OF MEDICINE AND DENISTRY	8,950	1,252	10,202	11,245	-1,043	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR*	83	3	86	85	1	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>36,859</b>	<b>4,941</b>	<b>41,800</b>	<b>42,706</b>	<b>-906</b>	

\*Multi-State Authorities

†Includes figures for PATH

\*\*The Commerce & Economic Growth Commission was established on September 1, 1998, with a personnel complement consisting of entirely new hires.

Data provided by the Department of Personnel from a telephone survey of independent authorities conducted January 1999.

**STATE OF NEW JERSEY**  
**AGE, SERVICE LENGTH, SEPARATION AND HIRING DATA**  
**FOR STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION*

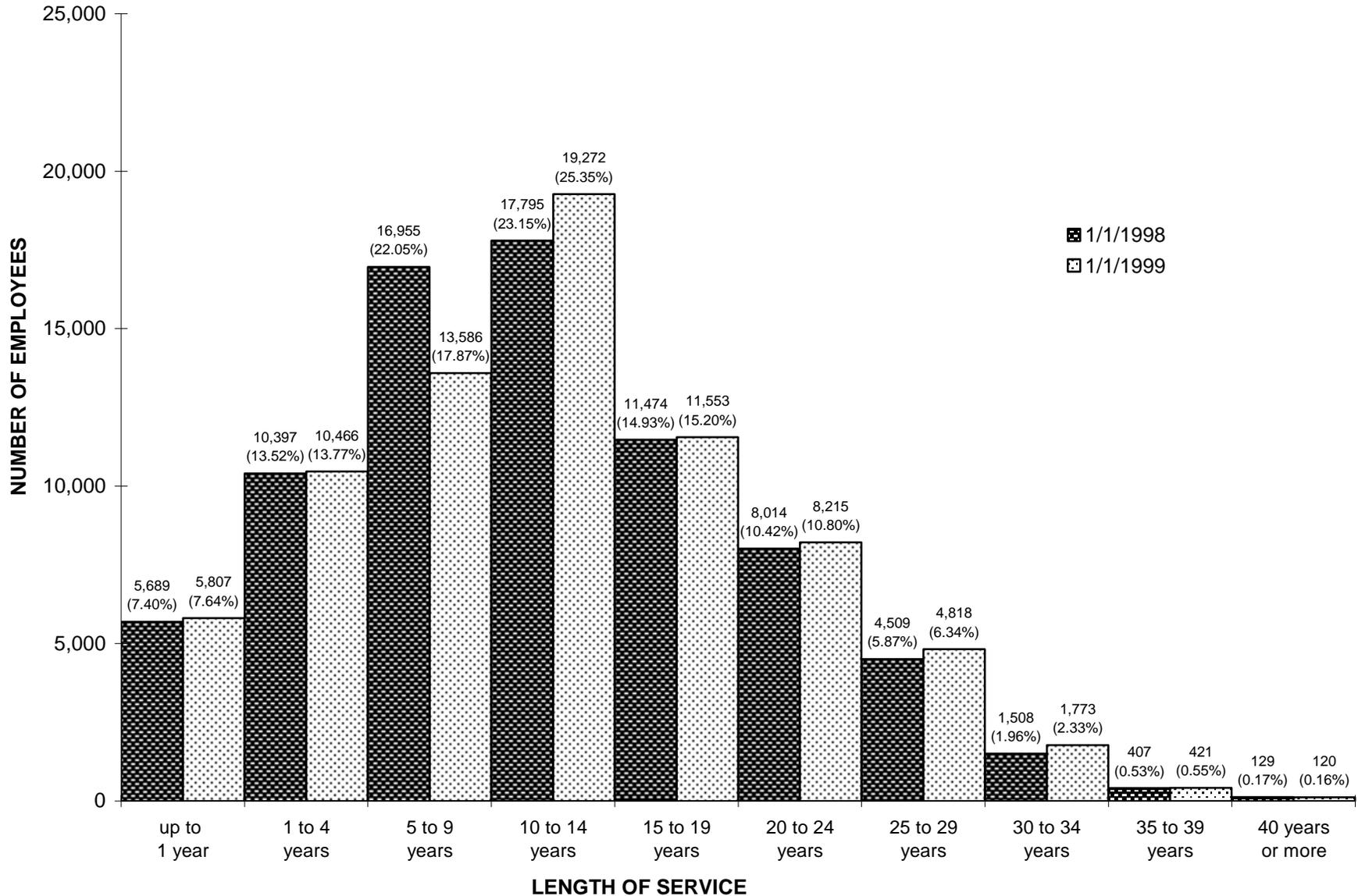
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The next group of charts shows the distribution of employees by length of service and age, and presents information on separations and hiring of employees in State Government service. The first two charts provide a “snapshot” of the age and length of service for State Government employees as of January 1, 1999 (the lighter-colored columns) compared with a similar “snapshot” from January 1, 1998 (the darker-colored columns). The length of service data indicate that the State Government workforce has increased in average length of service. There are fewer employees with less than 10 years of service and more who have 10 or more years of service. The age data indicate that the number of individuals who are under 50 years of age is much the same as last year, but that there are more individuals aged 50 or older.

On Page 13 we compare yearly transaction counts rather than “snapshots” from January of each year. Separations during the fiscal year are sorted by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Lighter-colored columns indicate FY1998 data and darker columns show FY1997 data. Overall, separations increased during FY1998 as compared to FY1997. There are especially significant increases in the number of separations for employees with one year of service and employees with 10 to 14 years of service. Pages 14 and 15 present additional data for separations from State Government service.

We also present similar statistics for hiring activity in State Government. The overall number of hires during the last eight fiscal years is presented on Page 16, and the average salary for full-time employees hired during the same period is graphically represented on Page 17. The lowest number of hires and the highest average salary for new hires occurred in FY1993. The most recent information shows that while hiring was up in FY1998 as compared with FY1997, the average salary of individuals hired in FY1998 remained virtually the same as the average salary of individuals hired since FY1995. The increase in hiring occurred largely in the Judiciary (clerical and probation titles), the Department of Law and Public Safety (telecommunications, clerical, State Police and investigation titles) and in the Department of Treasury (maintenance titles). Some of these increases reflect the resumption of hiring after significant intervals of reduced hiring activity.

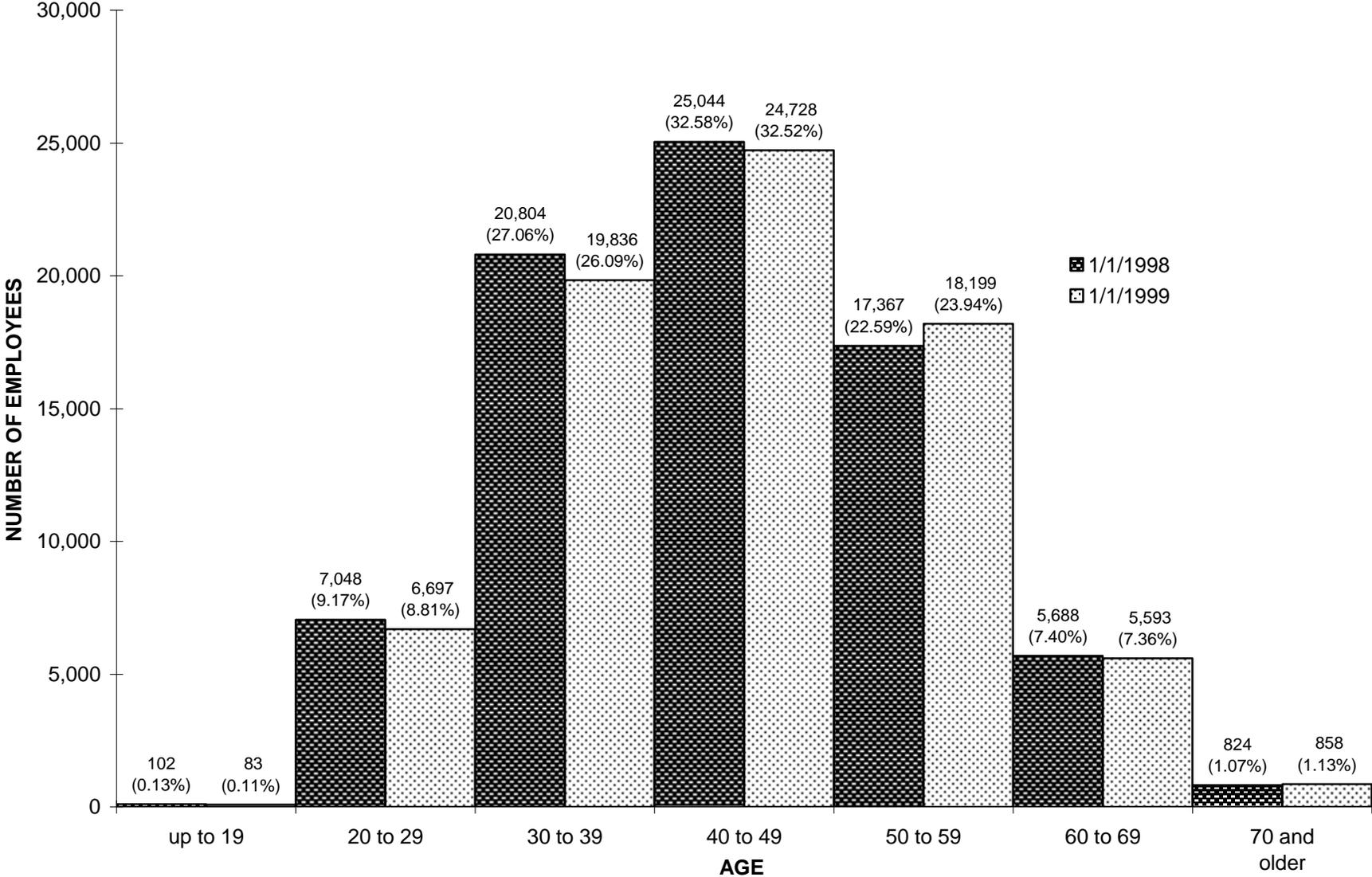
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE**  
*JANUARY 1, 1999 (WITH PRIOR YEAR DATA FOR COMPARISON)*



Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce ( as of 1/1/1998, 76,877; as of 1/1/1999, 76,031).

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE**

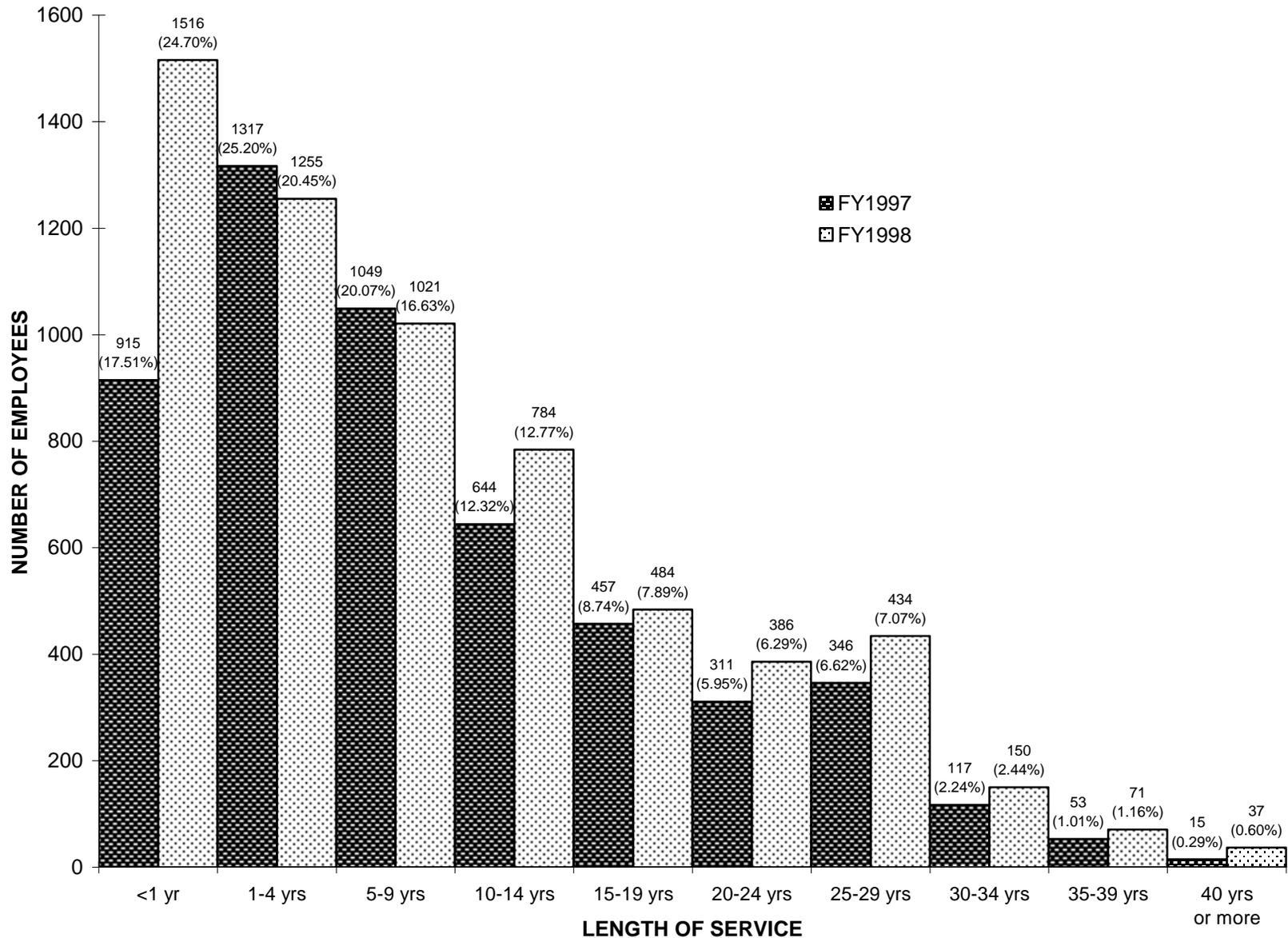
*JANUARY 1, 1999 (WITH PRIOR YEAR DATA FOR COMPARISON)*



*Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce (as of 1/1/1998, 76,877; as of 1/1/1999, 76,031).*

# STATE OF NEW JERSEY SEPARATIONS OF FULL-TIME STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE

FISCAL YEAR 1998 (WITH FISCAL YEAR 1997 DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.

Percentages refer to the number of separations of State Government employees (during FY1997, 5,227; during FY1998, 6,138).

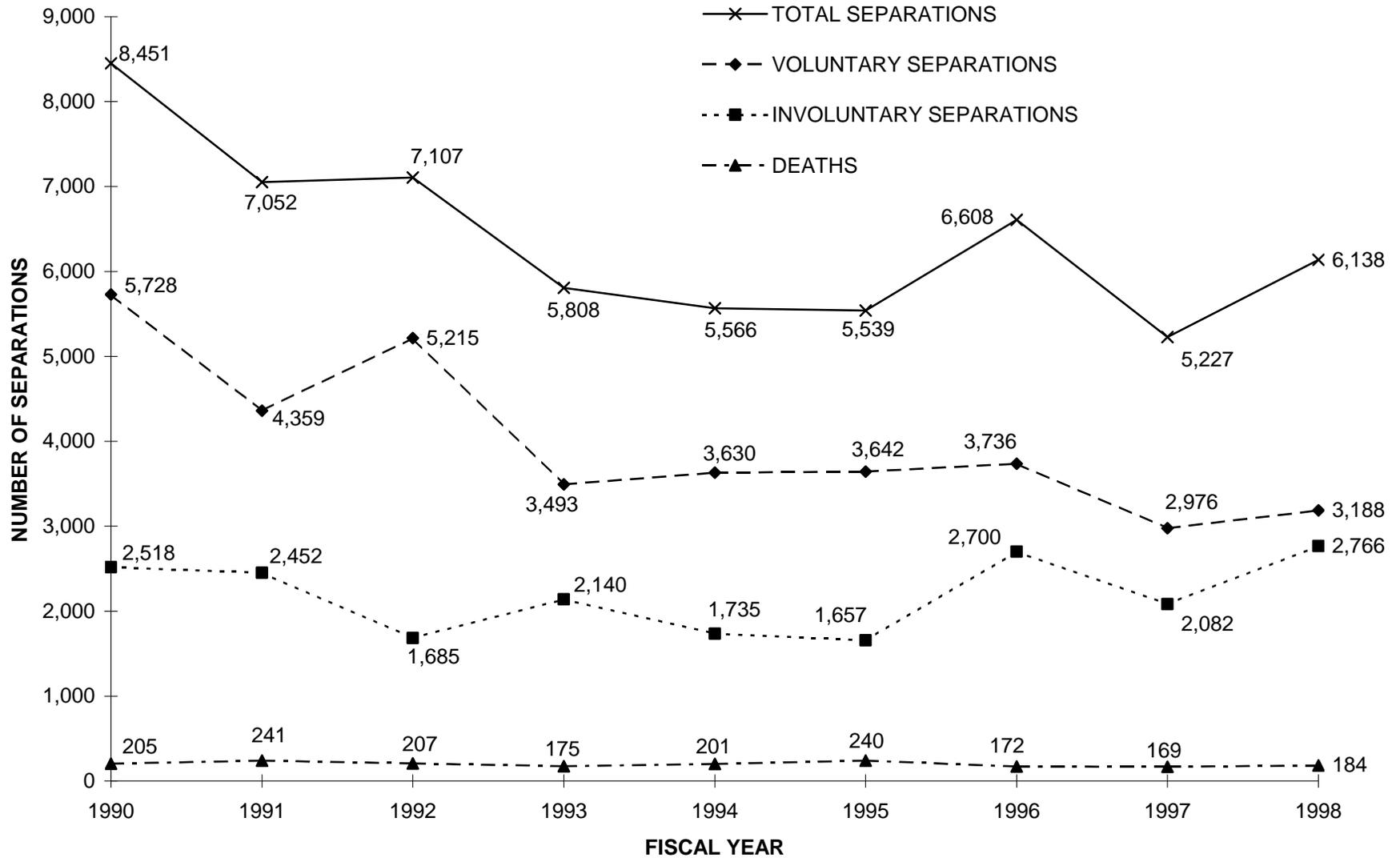
STATE OF NEW JERSEY  
**SEPARATIONS FROM STATE SERVICE**  
**FY 1960 - FY 1998**

VOLUNTARY SEPARATIONS						INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
Fiscal Year	Resigned In Good Standing	Resigned Not In Good Standing	Retired	Total Voluntary	Percent Voluntary	Terminated *	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
60	3,963		327	4,290	84%	681	24	705	14%	136	5,131	27,255	18.8%
61	3,876	256	251	4,383	85%	586	43	629	12%	147	5,159	28,363	18.2%
62	3,473	228	243	3,944	83%	599	64	663	14%	160	4,767	29,215	16.3%
63	2,790	190	299	3,279	81%	555	9	564	14%	198	4,041	29,342	13.8%
64	2,525	258	187	2,970	80%	562	3	565	15%	171	3,706	30,319	12.2%
65	2,700	206	704	3,610	83%	590	2	592	14%	169	4,371	31,334	13.9%
66	3,918	339	144	4,401	85%	612	1	613	12%	171	5,185	33,801	15.3%
67	5,004	396	376	5,776	88%	604	3	607	9%	187	6,570	37,528	17.5%
68	4,577	540	453	5,570	88%	588	0	588	9%	184	6,342	36,043	17.6%
69	5,464	735	431	6,630	89%	572	11	583	8%	203	7,416	39,939	18.6%
70	6,099	741	496	7,336	90%	576	26	602	7%	221	8,159	40,853	20.0%
71	5,083	616	642	6,341	89%	592	27	619	9%	202	7,162	43,450	16.5%
72	3,937	673	769	5,379	86%	620	6	626	10%	246	6,251	45,750	13.7%
73	5,134	746	825	6,705	89%	647	11	658	9%	194	7,557	48,920	15.4%
74	4,804	679	1,005	6,488	88%	685	22	707	10%	190	7,385	53,280	13.9%
75	4,105	542	908	5,555	85%	687	142	829	13%	181	6,565	53,453	12.3%
76	4,103	541	917	5,561	83%	798	129	927	14%	182	6,670	55,713	12.0%
77	3,637	524	910	5,071	80%	852	199	1,051	17%	180	6,302	55,740	11.3%
78	3,495	639	1,018	5,152	83%	860	1	861	14%	176	6,189	58,330	10.6%
79	3,877	906	869	5,652	84%	879	30	909	14%	156	6,717	61,032	11.0%
80	3,809	881	809	5,499	85%	844	8	852	13%	145	6,496	63,200	10.3%
81	4,706	857	1,109	6,672	85%	979	16	995	13%	183	7,850	65,680	12.0%
82	4,853	740	1,063	6,656	83%	1,058	122	1,180	15%	175	8,011	65,789	12.2%
83	3,371	535	1,254	5,160	77%	1,022	292	1,314	20%	197	6,671	66,384	10.0%
84	3,550	482	1,220	5,252	82%	909	24	933	15%	189	6,374	66,187	9.6%
85	4,129	495	1,180	5,804	82%	899	214	1,113	16%	191	7,108	68,551	10.4%
86	4,694	511	1,205	6,410	85%	914	32	946	13%	190	7,546	70,849	10.7%
90	4,117	488	1,123	5,728	68%	2,504	14	2,518	30%	205	8,451	72,933	11.6%
91	2,748	361	1,250	4,359	62%	2,213	239	2,452	35%	241	7,052	78,362	9.0%
92	1,986	258	2,971	5,215	73%	1,454	231	1,685	24%	207	7,107	76,444	9.3%
93	1,644	224	1,625	3,493	60%	1,174	966	2,140	37%	175	5,808	75,956	7.6%
94	1,646	268	1,716	3,630	65%	1,729	6	1,735	31%	201	5,566	73,462	7.6%
95	2,007	376	1,259	3,642	66%	1,525	132	1,657	30%	240	5,539	73,034	7.6%
96	1,921	279	1,536	3,736	57%	1,739	961	2,700	41%	172	6,608	79,662	8.3%
97	1,311	160	1,505	2,976	57%	1,755	327	2,082	40%	169	5,227	76,743	6.8%
98	1,316	137	1,735	3,188	52%	2,373	393	2,766	45%	184	6,138	73,315	8.4%

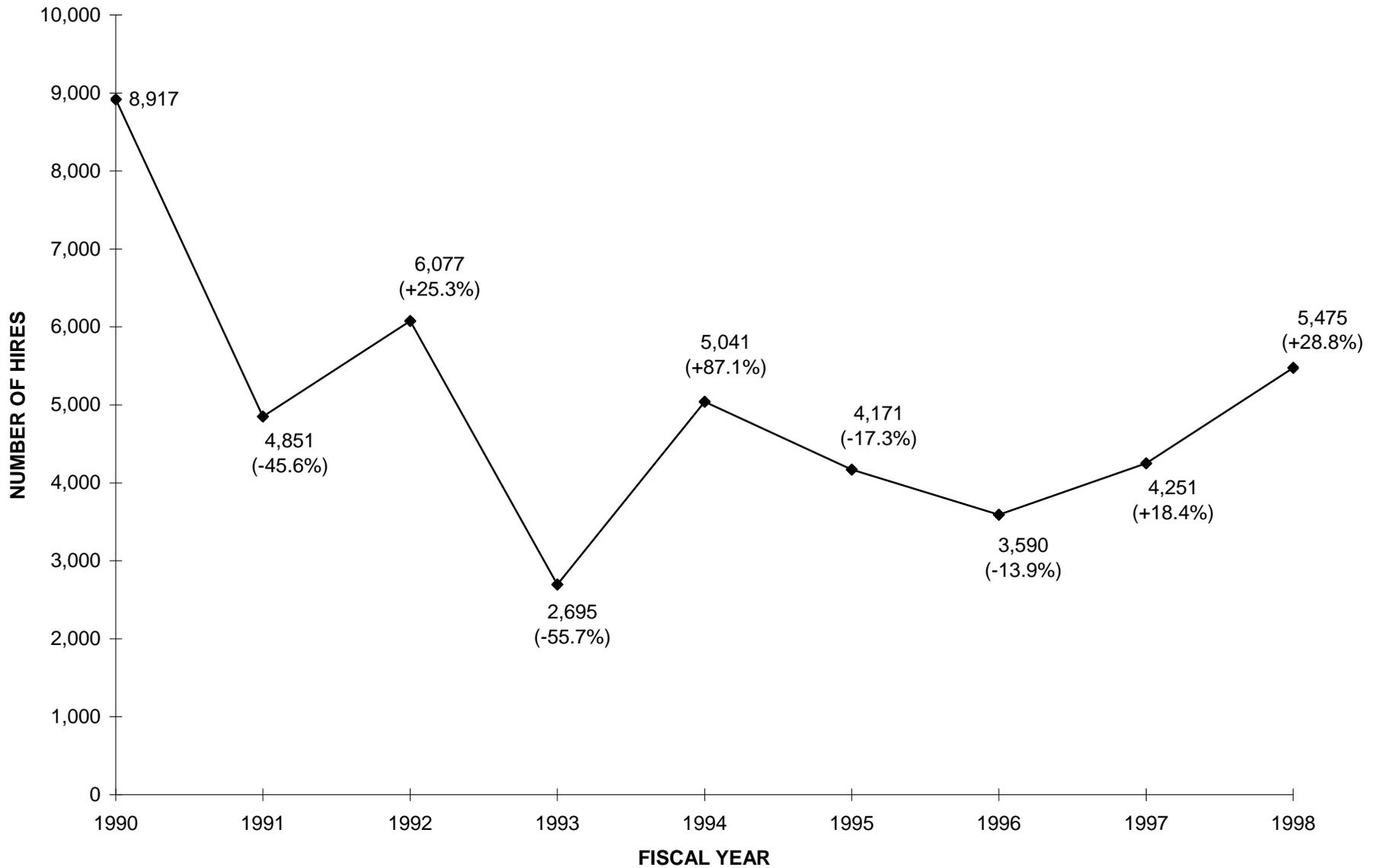
\*Terminations include some layoffs of employees without permanent Civil Service status.

Data provided by the Department of Personnel from separation reports (1960-1987) and automated personnel files (1987-1998).

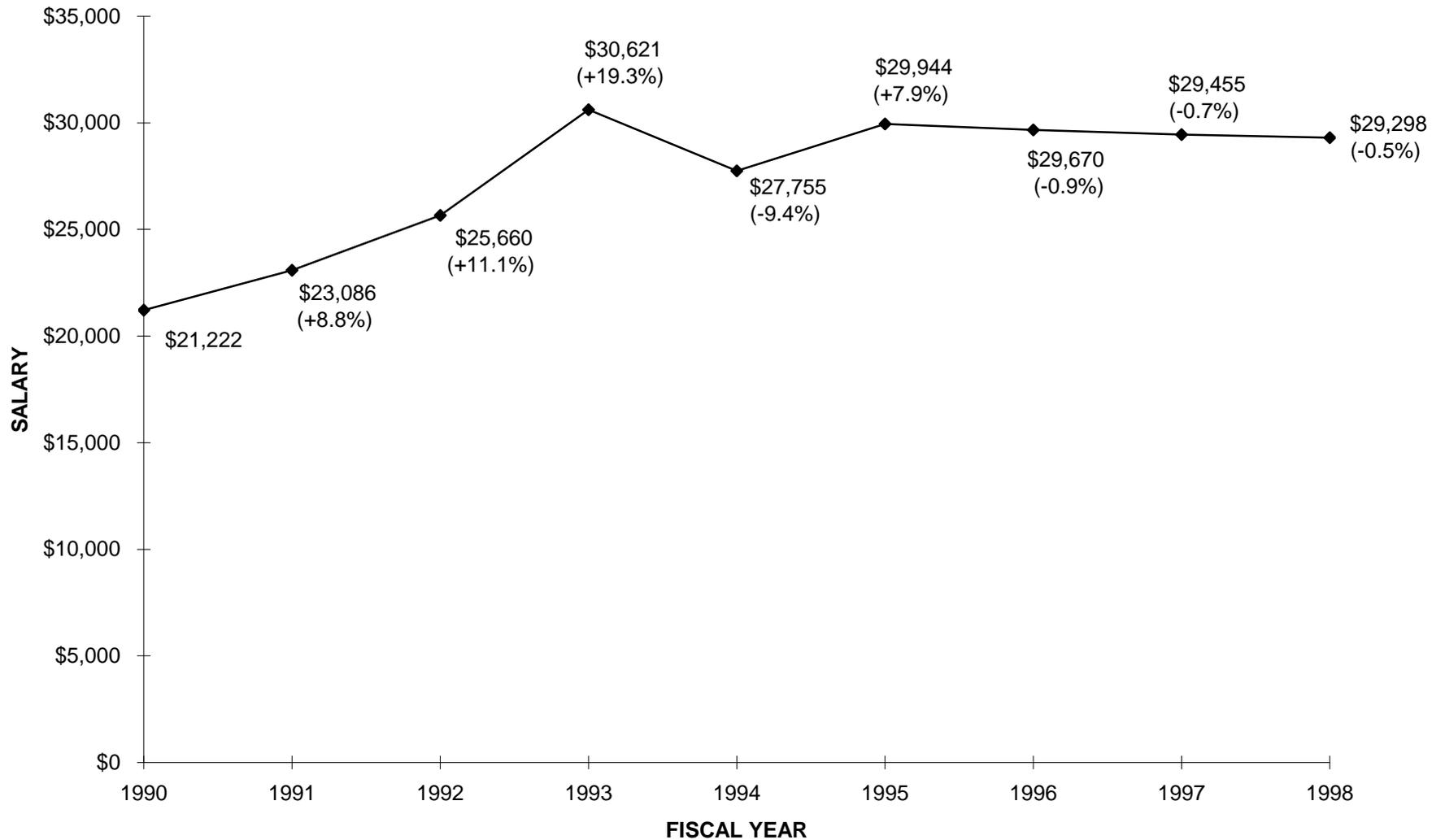
**STATE OF NEW JERSEY**  
**SEPARATIONS FROM STATE SERVICE**  
**FULL-TIME EMPLOYEES FY1990 - FY1998**



## STATE OF NEW JERSEY HIRING BY STATE GOVERNMENT FY1990 - FY1998



**STATE OF NEW JERSEY**  
**AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT**  
*FY1990 THROUGH FY1998*



**STATE OF NEW JERSEY**  
**EDUCATION, LOCATION AND OCCUPATIONAL DATA**  
**FOR STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION*

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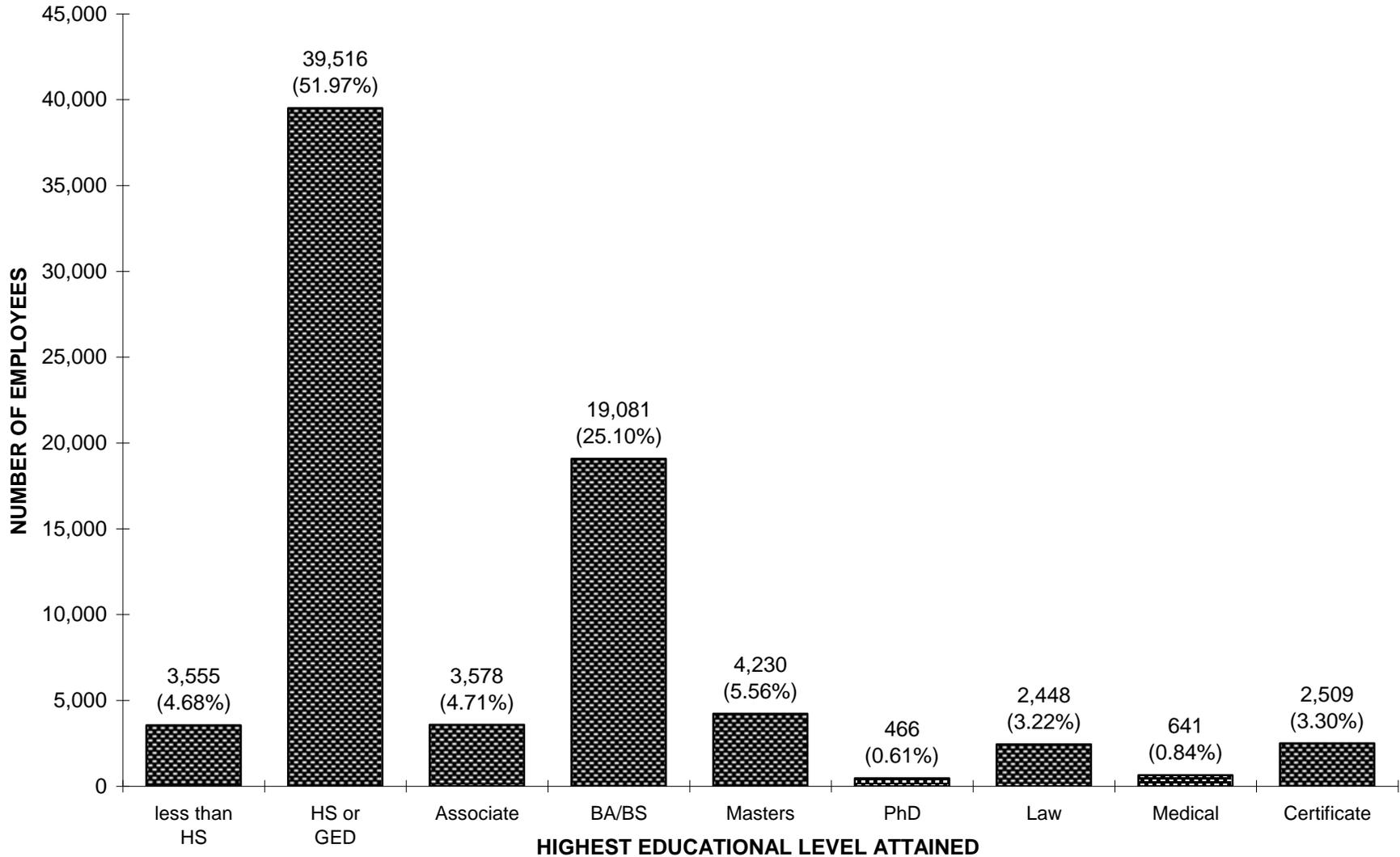
The table on Page 19 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 19,081 employees, the true number of employees with a Bachelor's degree (or equivalent) is 26,866 (over 35.3% of the workforce). This is because people with Master's, Ph.D., Law, or Medical degrees also have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and so may understate education credentials of some employees who continued their education since being hired.

Our analysis of State Government employees by work location (Page 20) shows over a third of these employees located in Mercer County, the location of the State capital (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's most populous city. A bar graph alongside the table shows the proportion of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., Federal Liaison Officers.

Page 21 presents a pie chart showing the breakdown of the entire State Government workforce by occupational groups. The table on Page 22 shows the various occupations in each group and a breakdown of occupations by branch of government. The titles of State Government employees are categorized according to the Occupational Code Directory developed by the Department of Personnel's Division of Human Resource Management. This taxonomy groups employees by the type of work performed and, at the level of analysis developed for this Profile, does not consider the employee's level in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES**  
**BY HIGHEST LEVEL OF EDUCATION RECORDED**

JANUARY 1, 1999



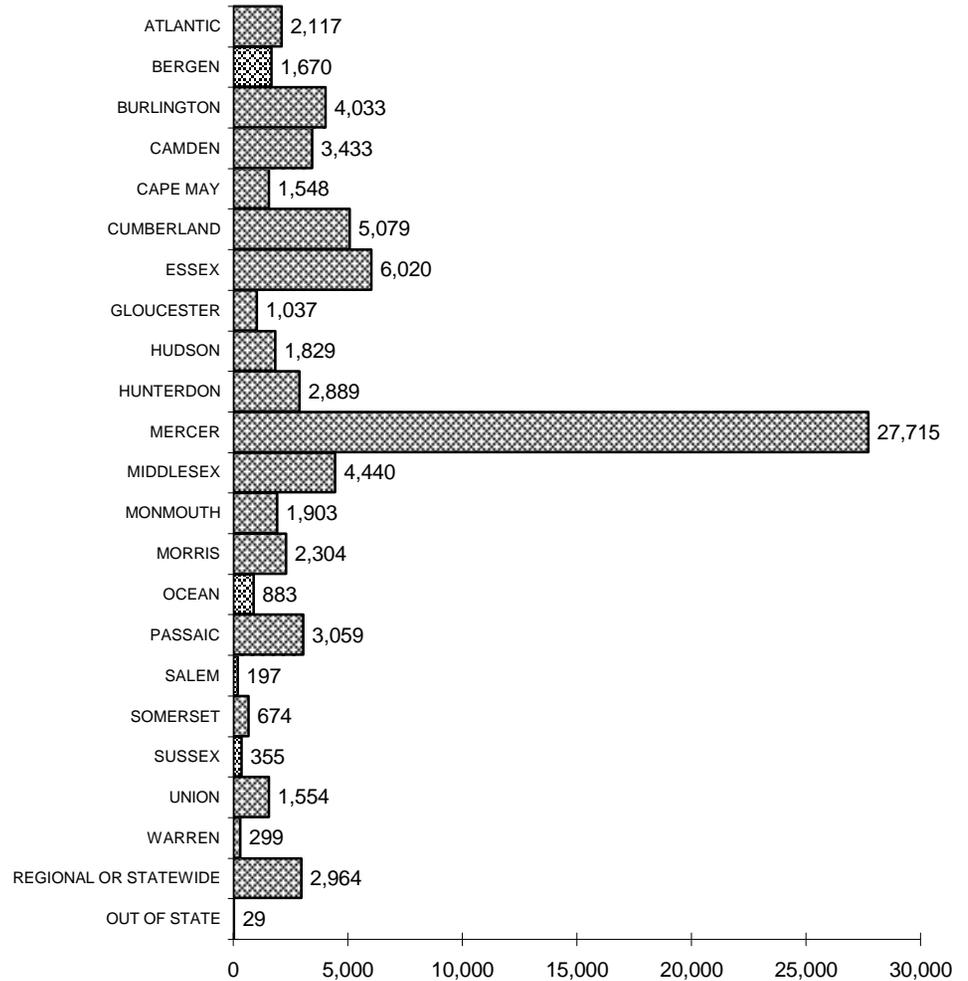
Percentages refer to the total State Government workforce (as of 1/1/1999, 76,031).

STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY WORK LOCATION

JANUARY 1, 1999

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	2,117	2.78%
BERGEN	1,670	2.20%
BURLINGTON	4,033	5.30%
CAMDEN	3,433	4.52%
CAPE MAY	1,548	2.04%
CUMBERLAND	5,079	6.68%
ESSEX	6,020	7.92%
GLOUCESTER	1,037	1.36%
HUDSON	1,829	2.41%
HUNTERDON	2,889	3.80%
MERCER	27,715	36.45%
MIDDLESEX	4,440	5.84%
MONMOUTH	1,903	2.50%
MORRIS	2,304	3.03%
OCEAN	883	1.16%
PASSAIC	3,059	4.02%
SALEM	197	0.26%
SOMERSET	674	0.89%
SUSSEX	355	0.47%
UNION	1,554	2.04%
WARREN	299	0.39%
REGIONAL OR STATEWIDE	2,964	3.90%
<b>OUT OF STATE</b>		
CALIFORNIA	4	*
CONNECTICUT	3	*
MASSACHUSETTS	1	*
ILLINOIS	12	0.02%
NEW YORK	3	*
WASHINGTON, DC	6	*
<b>TOTAL</b>	<b>76,031</b>	<b>100.00%</b>

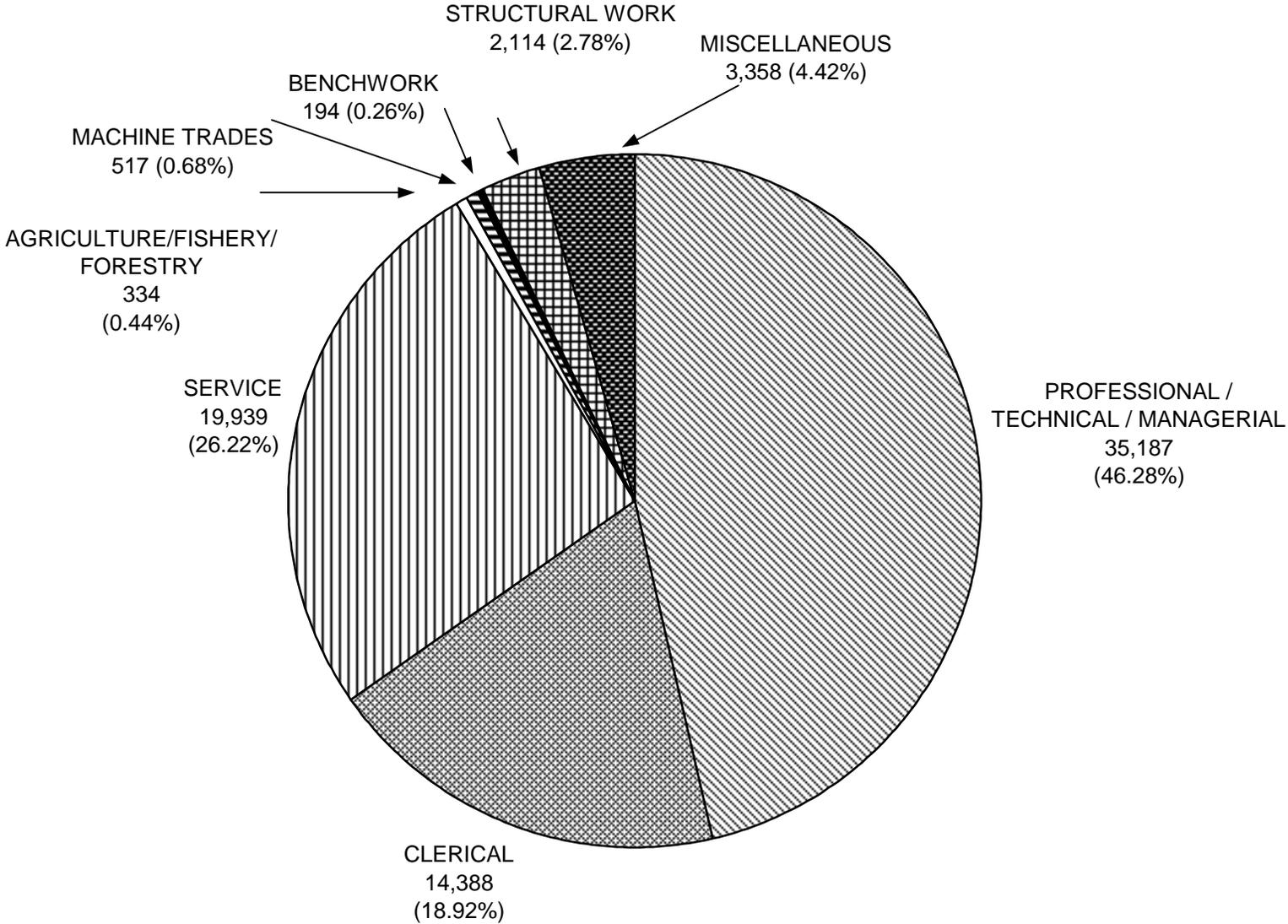


\*Less than 0.01%.

Data provided by the Department of Personnel from automated personnel files.

# STATE OF NEW JERSEY DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL GROUP

JANUARY 1, 1999



Data provided by the Department of Personnel from automated personnel files.  
 Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.  
 Percentages refer to the total State Government workforce as of 1/1/1999: 76,031.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION**

JANUARY 1, 1999

CATEGORY	OCCUPATION	EXECUTIVE	JUDICIARY	LEGISLATURE	STATE COLLEGES	TOTAL
<b>PROFESSIONAL / TECHNICAL / MANAGERIAL</b>	00 Surveying / Engineering (other than Environmental)	1,193	0	0	2	1,195
	01 Environmental Engineering / Architectur	296	0	0	1	297
	02 Physical Sciences / Statistics	1,397	1	0	4	1,402
	04 Life Sciences	243	0	0	11	254
	05 Community Development / Social Science	506	6	0	0	512
	06 Social & Psychological Services	4,688	1,986	0	0	6,674
	07 Medical and Health Services	3,239	0	0	20	3,259
	09 Education	2,189	11	3	224	2,427
	10 Museum, Library & Archival Sciences	146	12	4	193	355
	11 Law	1,588	1,072	107	0	2,767
	12 Information Processing	1,994	192	22	77	2,285
	13 Writing	162	37	33	2	234
	14 Art	40	0	0	7	47
	15 Finance	2,138	70	101	66	2,375
	16 Administration	7,205	501	103	80	7,889
	17 Inspections / Investigator	2,561	398	6	1	2,966
	18 Recreation	111	2	0	2	115
	19 Public Broadcasting	112	1	0	21	134
	<b>CLERICAL</b>	20 Stenography, Typing & Filing	8,043	3,069	75	1,258
21 Computing & Account Recording		618	148	6	126	898
22 Stock, Storage, & Inventory		312	2	0	36	350
24 Information & Message Distribution		618	23	4	50	695
<b>SERVICE</b>	30 Building / Institution / Facility Services	1,131	1	0	552	1,684
	31 Food / Beverage Preparation/Service	1,100	0	0	23	1,123
	33 Barbering / Cosmetology	16	0	0	0	16
	35 Direct Care / Personal & Health Services	6,125	0	0	10	6,135
	36 Protective Services	10,670	19	11	281	10,981
<b>AGRICULTURE / FISHERY / FORESTRY</b>	40 Planting / Gardening	137	0	0	118	255
	41 Animal Farming	71	0	0	0	71
	43 Forestry	8	0	0	0	8
<b>MACHINE TRADES</b>	60 Machinery Repair	381	0	0	35	416
	65 Printing	74	9	0	18	101
<b>BENCHWORK</b>	70 Medical / Scientific Repair	8	0	0	2	10
	72 Electrical Repair	179	2	0	3	184
<b>STRUCTURAL WORK</b>	80 Skilled Trades	463	0	0	172	635
	81 Infrastructure Repair/Maintenance	1,337	0	2	140	1,479
<b>MISCELLANEOUS</b>	90 Transporting	562	7	0	17	586
	91 Utilities Production/Distributor	186	0	0	65	251
	92 Multiple Groups	1,031	1,432	1	0	2,464
	94 Not Coded Elsewhere	0	57	0	0	57
<b>TOTAL</b>		<b>62,878</b>	<b>9,058</b>	<b>478</b>	<b>3,617</b>	<b>76,031</b>

Data provided by the Department of Personnel from automated personnel files.

Classification system provided by the Division of Human Resource Management's Occupational Code Dictionary.

**STATE OF NEW JERSEY**  
**SALARY DATA FOR STATE GOVERNMENT WORKFORCE**

*INTRODUCTION*

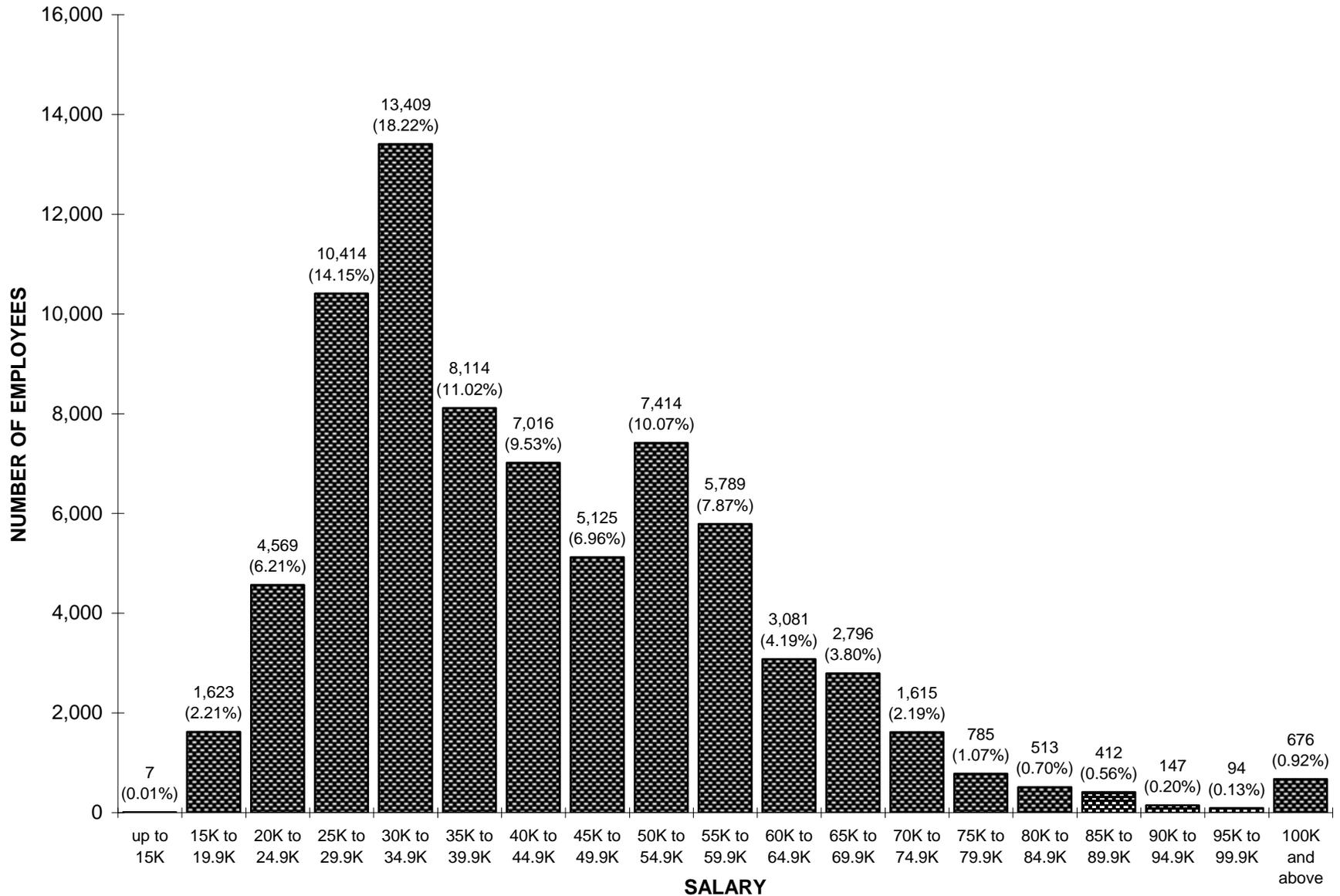
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We are continuing our presentation of salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$42,949) account for over 58 percent of the full-time State Government workforce. The median salary is \$38,868. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 7 (by agency), and on Page 44 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on the next page. We have retained the grouping by \$5,000 salary bands from last year's chart to maintain consistency and aid interpretation. The employees earning between \$30,000 and \$34,999 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$25,000 to \$39,999 account for about 43% of the State Government workforce, and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for the past five years on Page 25. In addition to labeling each point on the curve with average annual salary, we have computed the percentage change over the previous year.

We have also excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, the Merit System Board, County Boards of Taxation, and the Labor Department's Board of Mediation, to name a few examples. These employees typically have compensation based on attendance at meetings which are held intermittently, but are nonetheless categorized as "full-time" employees in the Department of Personnel's automated files.

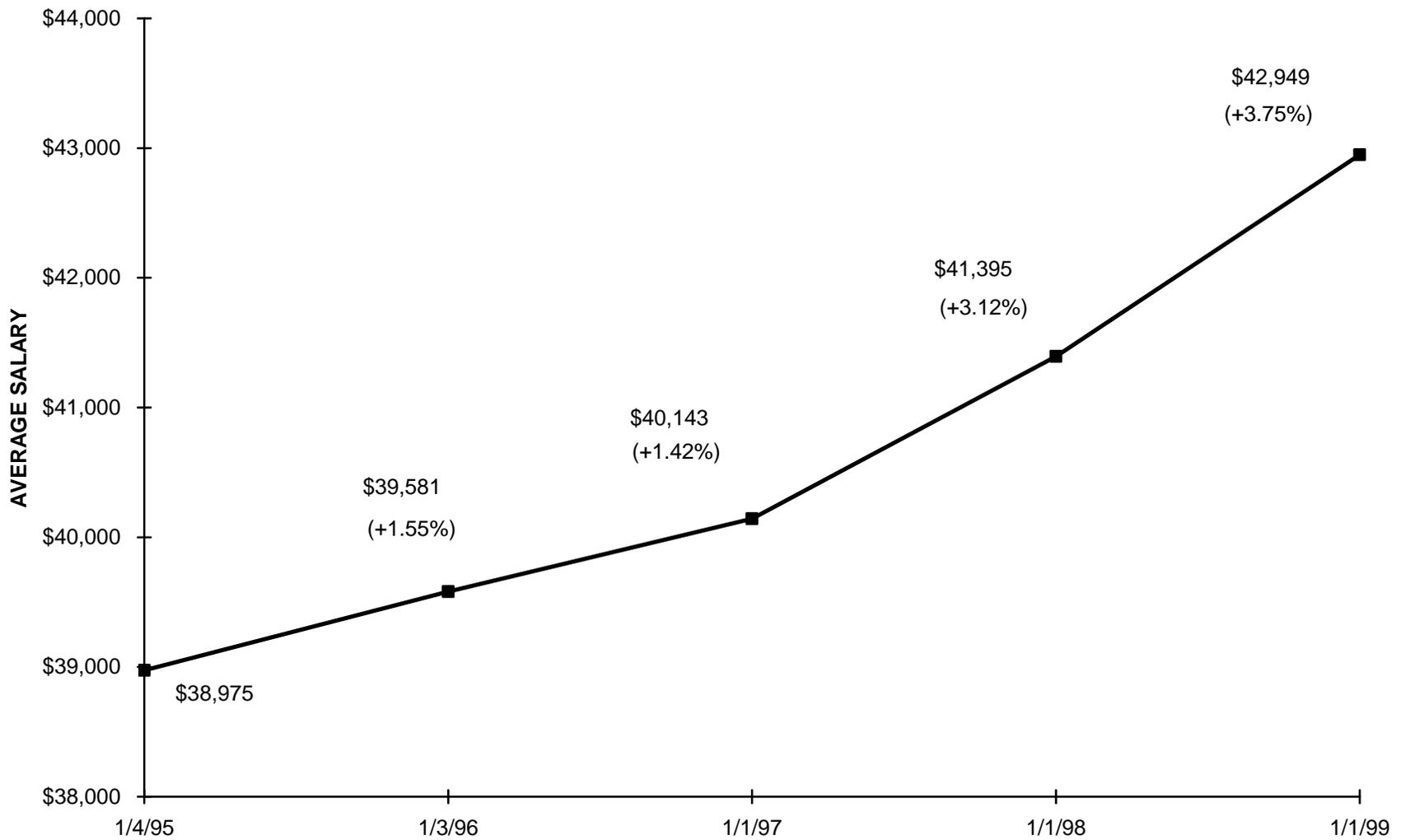
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY**  
 JANUARY 1, 1999



Full-time employees only; excludes Board and Commission members (see text, Page 23).

Percentages refer to the total full-time State Govt. workforce excluding Board and Commission members (as of 1/1/99, 73,599).

**STATE OF NEW JERSEY**  
**FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES**  
*1995 through 1999*



**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE: HISTORICAL DATA**

*INTRODUCTION*

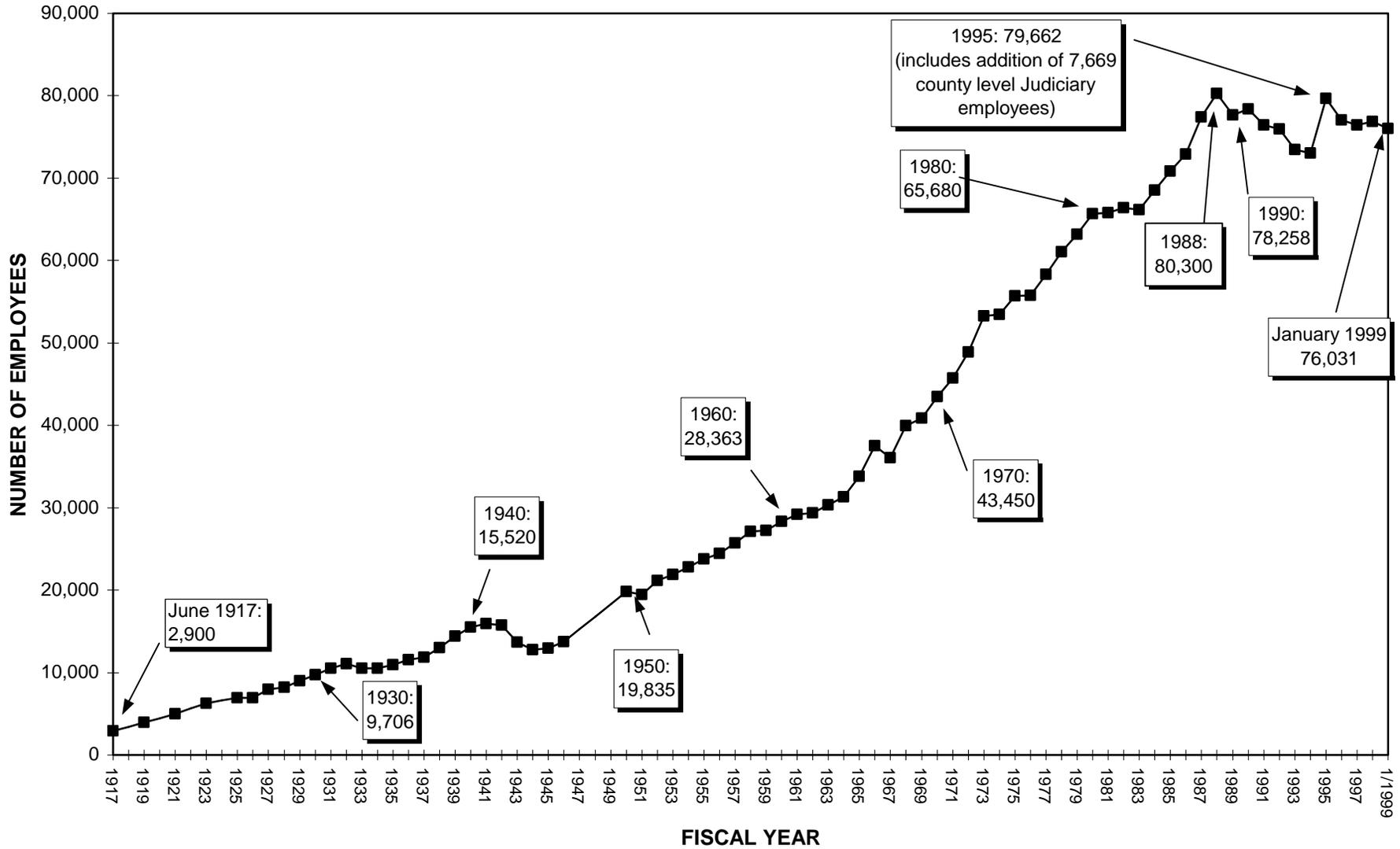
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The following page presents a chart showing the size of the State Government workforce from 1917 to the present (data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949). We have labeled the initial point, every point that represents a new decade, and the most recent point. Various Commissions and Authorities were included as a separate category in reports for all years up to 1993. At present, counts for members of Commissions and Authorities of agencies that the Statutes place “in but not of” the Executive Departments are consolidated with employee counts for the various Departments, or are reported as “Other Government Employment” on Page 9. We present a more detailed look at the workforce during the 1980s and 1990s on Page 28. This chart excludes various Commissions and Authorities that are reported as “Other Government Employment” on Page 9 after FY1993, and all data points are labeled with employee counts. We also indicate where significant changes occurred in the structure of State Government and affected the size of the workforce.

We follow with an analysis of the change in the size of the workforce from year to year. Page 29 is based on the data from Page 27, and shows every year’s change in the number of employees from the previous year. The years when the workforce grew the most rapidly have the tallest columns; years when the workforce declined in number have columns extending below the baseline. We provide a closer look on Page 30, which is based on data from Page 28. In this chart, we have labeled all of the columns with the change in number of employees as well as the percentage change from the previous year.

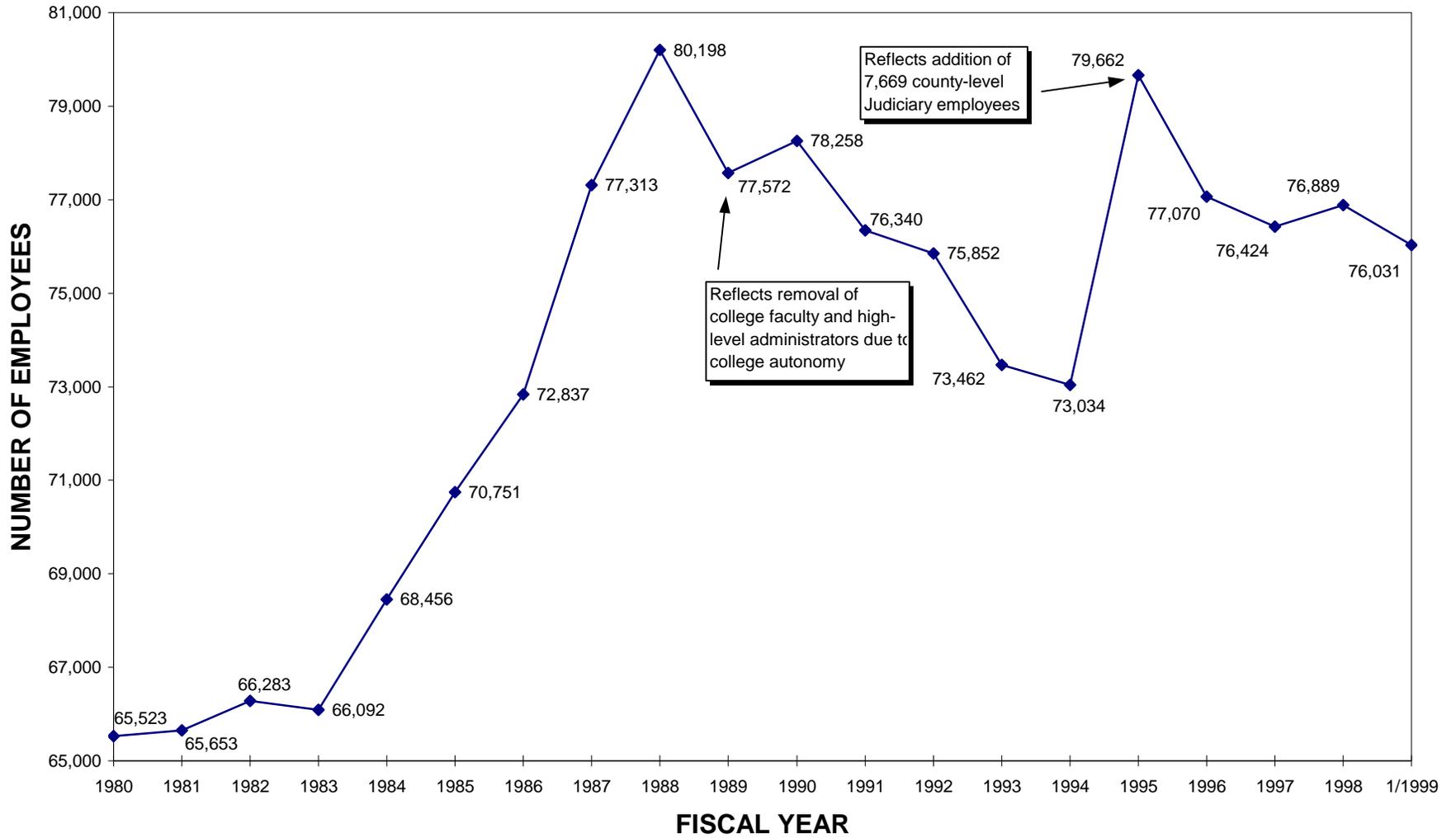
Pages 31 through 34 present data for the different agencies from 1960 to the present in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile, although overall totals remain the same. In such cases, or where State Government structure was modified, we have added footnotes to comment on major changes in employee counts. Most of the agencies that the statutes place “in but not of” various Departments are included in the figures for those Departments; the larger “in but not of” agencies are identified on the same line where we report the data for each Department with which they are associated. All figures are from the close of each fiscal year, so that changes in the workforce since July of 1998 are not reflected in the table.

## STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1917 - JANUARY 1999



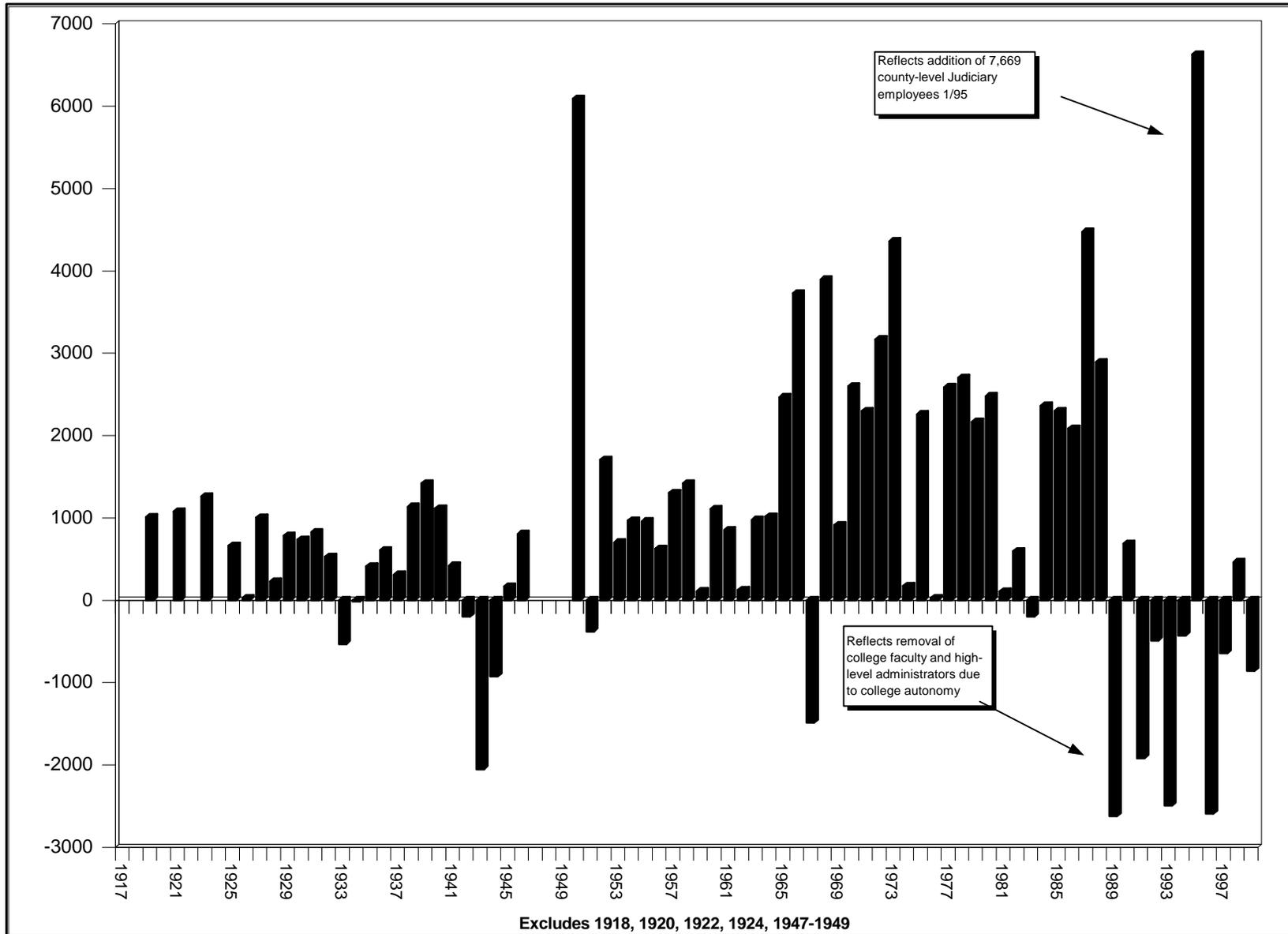
Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-1999). Various Commissions and Authorities included before FY1993.

## STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1980 - JANUARY 1999



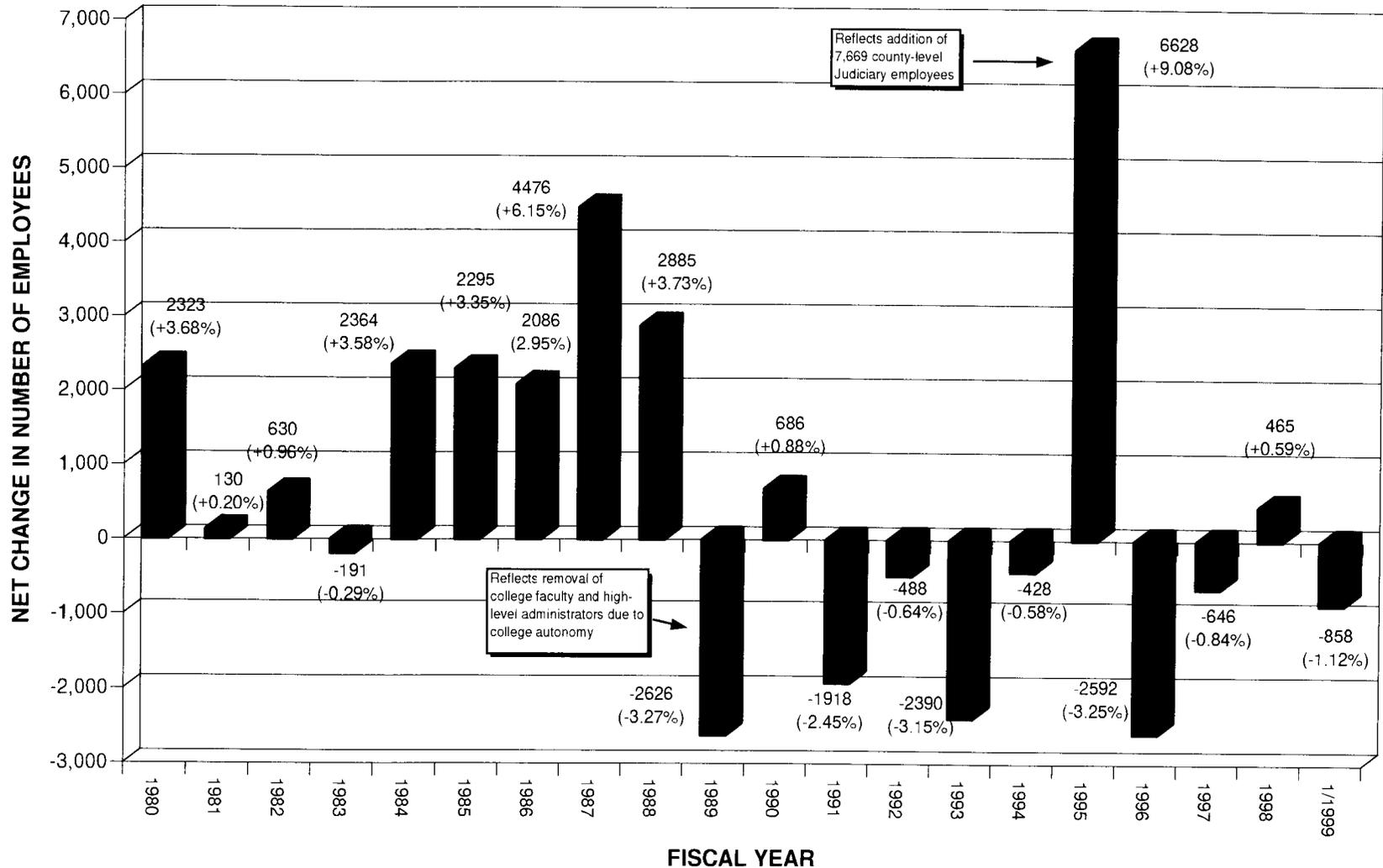
Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-1999). Various Commissions and Authorities included before FY1993.

**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
**FISCAL YEARS 1917 - 1997**  
 (and first 6 months of FY 1998)



Data provided by the Dept. of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-1998). Various Commissions and Authorities included before FY1993.

**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
**FISCAL YEARS 1980-1998**  
 (and first 6 months of FY 1999)



Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-1999). Various Commissions and Authorities included before FY1993.

**STATE OF NEW JERSEY**  
**EMPLOYMENT HISTORY**

*1960 through 1969*

<b>STATE AGENCY</b>	<b>Jun-60</b>	<b>Jun-61</b>	<b>Jun-62</b>	<b>Jun-63</b>	<b>Jun-64</b>	<b>Jun-65</b>	<b>Jun-66</b>	<b>Jun-67</b>	<b>Jun-68</b>	<b>Jun-69</b>
AGRICULTURE	225	229	230	200	217	208	230	244	259	269
BANKING & INSURANCE	261	276	280	280	277	287	288	274	283	268
COMMUNITY AFFAIRS								358	399	367
CONSERVATION/ECONOMIC DEVELOPMENT	1,270	1,292	1,329	1,341	1,303	1,299	1,458	1,382	1,409	1,044
ECONOMIC OPPORTUNITY							160			
EDUCATION	1,753	2,001	2,056	2,374	2,533	2,860	3,778	980 <sup>1</sup>	1,077	1,108
EXECUTIVE/GOVERNOR'S OFFICE	25	23	24	23	26	27	37	36	36	53
HEALTH	540	582	560	610	679	754	760	793	882	941
HIGHER EDUCATION								2,609 <sup>1</sup>	2,969	3,541
INSTITUTIONS & AGENCIES	11,416	11,392	11,277	11,581	11,829	12,868	14,675	13,385	15,103	15,456
LABOR	2,972	3,308	3,375	3,398	3,555	3,797	4,003	3,655	4,299	4,281
LAW & PUBLIC SAFETY	3,382	3,384	3,417	3,435	3,648	3,946	3,773	3,903	4,176	4,463
MILITARY & VETERANS AFFAIRS/DEFENSE	278	284	293	297	299	306	300	303	308	308
PERSONNEL (CIVIL SERVICE)	203	209	210	221	222	242	251	250	285	300
PUBLIC UTILITIES (ENERGY)	121	116	120	120	116	117	117	131	133	141
STATE	70	72	74	85	88	98	105	91	96	113
HIGHWAY/TRANSPORTATION	3,830	3,953	4,010	4,200	4,324	4,556	4,922	4,937	5,146	5,141
TREASURY	1,568	1,628	1,628	1,668	1,717	1,784	2,091	2,134	2,334	2,416
VARIOUS COMMISSIONS AND AUTHORITIES	167	170	154	141	176	292	183	177	145	68

**SUB-TOTALS BY BRANCH OF GOVERNMENT**

EXECUTIVE	28,081	28,919	29,037	29,974	31,009	33,441	37,131	35,642	39,339	40,278
JUDICIAL	234	246	257	262	276	313	346	355	506	530
LEGISLATIVE	48	50	48	83	49	47	51	46	94	45

<b>TOTALS</b>	<b>28,363</b>	<b>29,215</b>	<b>29,342</b>	<b>30,319</b>	<b>31,334</b>	<b>33,801</b>	<b>37,528</b>	<b>36,043</b>	<b>39,939</b>	<b>40,853</b>
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<sup>1</sup> - Reflects the creation of Department of Higher Education from Department of Education.

## STATE OF NEW JERSEY EMPLOYMENT HISTORY

1970 through 1979

STATE AGENCY	Jun-70	Jun-71	Jun-72	Jun-73	Jun-74	Jun-75	Jun-76	Jun-77	Jun-78	Jun-79
AGRICULTURE	291	301	343	326	322	322	262	261	268	256
BANKING	275	118 <sup>2</sup>	119	121	121	136	143	143	163	150
COMMUNITY AFFAIRS	398	397	443	471	484	507	487	494	527	551
CORRECTIONS									4,084 <sup>1</sup>	4,024
EDUCATION	1,241	1,250	1,346	1,415	1,437	1,552	1,504	1,535	1,650	1,598
ENVIRONMENTAL PROTECTION	1,027	1,219	1,383	1,427	1,477	1,546	1,646	1,779	1,926	2,033
EXECUTIVE/GOVERNOR'S OFFICE	55	53	67	156	168	39	35	43	53	67
HEALTH	1,004	794	1,094	1,118	1,147	1,249	1,200	1,266	1,354	1,483
HIGHER EDUCATION	4,235	4,460	5,117	6,472	6,482	6,723	6,481	6,769	6,989	6,470
INSTITUTIONS & AGENCIES/HUMAN SER	16,449	17,377	18,263	20,227	20,195	20,393	20,769	21,532	18,805 <sup>1</sup>	20,711
INSURANCE		191 <sup>2</sup>	186	198	193	209	217	219	221	225
LABOR	4,308	4,745	5,116	5,086	5,016	5,339	5,488	5,623	5,636	5,394
LAW & PUBLIC SAFETY	4,750	4,955	5,396	5,715	5,755	6,060	5,908	6,299	6,720	6,854
MILITARY & VETERANS AFFAIRS	302	305	340	340	349	325	304	272	274	327
PERSONNEL (CIVIL SERVICE)	304	323	325	405	407	433	455	495	506	543
PUBLIC ADVOCATE						634	647	687	616	711
PUBLIC BROADCASTING						114	109	128	174	178
PUBLIC UTILITIES (ENERGY)	164	244	255	291	297	211	223	263	319	301
STATE	107	117	127	97	101	114	113	121	123	218
TRANSPORTATION	5,283	5,344	5,207	5,304	5,343	5,424	5,346	5,549	5,618	5,724
TREASURY	2,446	2,695	2,843	3,048	3,025	3,122	3,160	3,551	3,632	3,782
VARIOUS COMMISSIONS AND AUTHORIT	140	241	235	165	190	168	172	163	167	159

SUB-TOTALS BY BRANCH OF GOVERNMENT

EXECUTIVE	42,779	45,129	48,205	52,382	52,509	54,620	54,669	57,192	59,825	61,759
JUDICIAL	539	574	622	758	775	827	809	857	928	1,148
LEGISLATIVE	132	47	93	140	169	266	262	281	279	293
<b>TOTALS</b>	<b>43,450</b>	<b>45,750</b>	<b>48,920</b>	<b>53,280</b>	<b>53,453</b>	<b>55,713</b>	<b>55,740</b>	<b>58,330</b>	<b>61,032</b>	<b>63,200</b>

<sup>1</sup> - Reflects creation of Department of Corrections and Department of Human Services from Institutions and Agencies.

<sup>2</sup> - Reflects creation of Department of Insurance from Banking & Insurance.

**STATE OF NEW JERSEY**  
**EMPLOYMENT HISTORY**  
*1980 through 1989*

<b>STATE AGENCY</b>	<b>Jun-80</b>	<b>Jun-81</b>	<b>Jun-82</b>	<b>Jun-83</b>	<b>Jun-84</b>	<b>Jun-85</b>	<b>Jun-86</b>	<b>Jun-87</b>	<b>Jun-88</b>	<b>Jun-89</b>
AGRICULTURE	266	271	271	244	244	256	256	263	275	258
BANKING	152	156	153	137	127	128	133	143	144	144
COMMERCE/ECONOMIC DEVELOPMENT			81	89	97	110	118	195	276	269
COMMUNITY AFFAIRS	643	608	719	702	710	758	845	940	1,018	1,010
CORRECTIONS	4,219	4,266	4,656	5,663	6,443	6,846	7,251	7,830	8,670	9,063
EDUCATION	1,646	1,616	1,726	1,557	1,437	1,435	1,385	1,397	1,404	1,402
ENVIRONMENTAL PROTECTION	2,104	2,100	2,311	2,124	2,226	2,486	2,704	3,062	3,401	3,537
EXECUTIVE/GOVERNOR'S OFFICE	63	60	69	83	113	126	133	151	156	197
HEALTH	1,512	1,489	1,504	1,418	1,438	1,326	1,448	1,521	1,610	1,710
HIGHER EDUCATION	7,034	6,913	7,003	6,739	6,760	6,895	6,851	7,070	7,377	3,619 <sup>1</sup>
HUMAN SERVICES	21,243	21,636	21,487	21,766	22,212	22,401	23,002	24,087	24,067	23,879
INSURANCE	242	243	235	231	242	264	302	325	358	413
LABOR	5,768	5,592	4,793	4,527	4,528	4,790	4,645	4,483	4,175	3,955
LAW & PUBLIC SAFETY	7,181	7,000	7,274	7,083	7,372	7,460	7,692	8,609	9,594	9,798
MILITARY & VETERANS AFFAIRS	299	296	302	318	335	338	335	362	366	1,412 <sup>2</sup>
PERSONNEL (CIVIL SERVICE)	567	560	524	504	499	493	496	503 <sup>3</sup>	560	559
PUBLIC ADVOCATE	731	770	778	762	856	904	928	948	992	1,019
PUBLIC BROADCASTING	167	170	169	162	169	170	175	193	241	228
PUBLIC UTILITIES (ENERGY)	320	328	328	329	418	457	479	413	376	361
STATE	251	272	263	352	486	488	494	515	537	518
TRANSPORTATION	5,682	5,634	5,597	5,322	5,380	5,242	5,463	5,629	5,646	5,536
TREASURY	3,964	4,189	4,451	4,392	4,636	5,491	5,700	6,579	6,788	6,464
VARIOUS COMMISSIONS AND AUTHORIT	157	136	101	95	95	98	96	97	102	104

SUB-TOTALS BY BRANCH OF GOVERNMENT

EXECUTIVE	64,211	64,305	64,795	64,599	66,823	68,962	70,931	75,315	78,133	75,455
JUDICIAL	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LEGISLATIVE	297	306	348	393	409	433	475	502	565	530
<b>TOTALS</b>	<b>65,680</b>	<b>65,789</b>	<b>66,384</b>	<b>66,187</b>	<b>68,551</b>	<b>70,849</b>	<b>72,933</b>	<b>77,410</b>	<b>80,300</b>	<b>77,676</b>

1 - College Autonomy - Removal of college unclassified employees from Personnel files.

2 - Reflects addition of Veteran hospitals from Human Services.

3 - Name changed from Department of Civil Service to Department of Personnel in September of 1986.

# STATE OF NEW JERSEY EMPLOYMENT HISTORY

1990 through 1998

STATE AGENCY	Jun-90	Jun-91	Jun-92	Jun-93	Jun-94	Jun-95	Jun-96	Jun-97	Jun-98
AGRICULTURE	241	211	201	199	202	206	208	211	244
BANKING	148	147	133	127	125	128	119	562 <sup>8</sup>	591
COMMERCE/ECONOMIC DEVELOPMENT	181	158	149	117	109	107	111	111	121
COMMUNITY AFFAIRS	1,048	1,034	1,017	992	951	970	973	893	921
CORRECTIONS (and State Parole Board)	10,089	10,024	10,175	9,739	8,974	9,069	8,970	9,145	9,818
EDUCATION	1,318	1,256	1,131	1,005	942	977	965	862	864
ENVIRONMENTAL PROTECTION	3,801	3,677	3,906 <sup>2</sup>	3,773	3,764	3,557	3,394	3,152	3,134
EXECUTIVE/GOVERNOR'S OFFICE	202	195	203	204	162	166	163	158	161
HEALTH & SENIOR SERVICES	1,707	1,695	1,631	1,551	1,510	1,569	1,523	1,818	1,876
HIGHER EDUCATION	3,859	3,697	3,645	3,582	3,692	0 <sup>4</sup>			
HUMAN SERVICES	23,493	22,715	22,582	21,522	22,415	21,690	20,575	19,631	18,888
INSURANCE	438	494	517	537	519	518	492	0 <sup>8</sup>	
JUDICIARY	1,686	1,663	1,688	1,683	1,699	9,417	9,334		
LABOR	4,274	4,407	4,706	4,662	4,523	4,499	4,464	4,368	4,327
LAW & PUBLIC SAFETY	9,486	9,366	9,000	8,976	8,873	8,845	6,498 <sup>7</sup>	7,731 <sup>9</sup>	8,036
MILITARY & VETERANS AFFAIRS	1,474	1,415	1,515	1,488	1,518	1,524	1,482	1,425	1,439
PERSONNEL	523	479	642 <sup>1</sup>	655	626	599	484	461	431
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 <sup>5</sup>			
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142
PUBLIC UTILITIES (ENERGY)	392	354	229 <sup>2</sup>	255 <sup>2</sup>	234	289	287	275	271
STATE (and Admin. Law and Comm. on Higher Ed.)	501	470	442	434	428	1,278 <sup>5</sup>	1,264	1,256	1,230
TRANSPORTATION	5,462	5,213	4,786	4,565	4,564	4,344	6,114 <sup>7</sup>	5,537	5,813
TREASURY (and Casino Cont., Ratepayer Adv., and Student)	6,133	5,889	5,872	5,812	5,616	5,872	5,628	5,821	5,484
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 <sup>3</sup>					
<b>SUB-TOTAL EXECUTIVE DEPARTMENTS</b>	<b>76,144</b>	<b>74,257</b>	<b>73,780</b>	<b>71,297</b>	<b>70,850</b>	<b>66,364</b>	<b>63,870</b>	<b>63,570</b>	<b>63,791</b>
<b>DISPLACED WORKER POOL</b>							<b>21</b>	<b>0</b>	<b>0</b>
<b>COLLEGES (Career Service only)</b>						<b>3,408<sup>4</sup></b>	<b>3,390</b>	<b>3,457</b>	<b>3,558</b>
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>									
<b>EXECUTIVE</b>	<b>76,144</b>	<b>74,257</b>	<b>73,780</b>	<b>71,297</b>	<b>70,850</b>	<b>69,772</b>	<b>67,260</b>	<b>67,027</b>	<b>67,349</b>
<b>JUDICIAL</b>	<b>1,686</b>	<b>1,663</b>	<b>1,688</b>	<b>1,683</b>	<b>1,699</b>	<b>9,417<sup>6</sup></b>	<b>9,334</b>	<b>8,916</b>	<b>9,060</b>
<b>LEGISLATIVE</b>	<b>532</b>	<b>524</b>	<b>488</b>	<b>482</b>	<b>485</b>	<b>473</b>	<b>476</b>	<b>481</b>	<b>480</b>
<b>TOTALS</b>	<b>78,362</b>	<b>76,444</b>	<b>75,956</b>	<b>73,462</b>	<b>73,034</b>	<b>79,662</b>	<b>77,070</b>	<b>76,424</b>	<b>76,889</b>

- 1 - Reflects the consolidation of State training and personnel management functions within the Department of Personnel.
- 2 - Employee counts for Public Util. and Env. Protection were combined during 1992 and 1993; separate counts for Public Utilities estimated from Cent. Payroll files.
- 3 - Various Commissions and Authorities now reported in "Other Government Employment" (see text, Page 26).
- 4 - Reflects elimination of the Department of Higher Education.
- 5 - Reflects elimination of the Department of Public Advocate and creation of Public Defender within the Department of State.
- 6 - Reflects the inclusion of 7,669 county-level Judiciary employees in the State Government workforce (effective January 1, 1995).
- 7 - Reflects transfer of Div. of Motor Vehicles from Law & Public Safety to Transportation, closure of two agencies, and privatization of 23 agencies (effective July 1, 1995).
- 8 - Reflects merger of Department of Banking and Department of Insurance in July 1996.
- 9 - Includes Juvenile Justice Commission.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE: ETHNIC AND GENDER DATA**

*INTRODUCTION*

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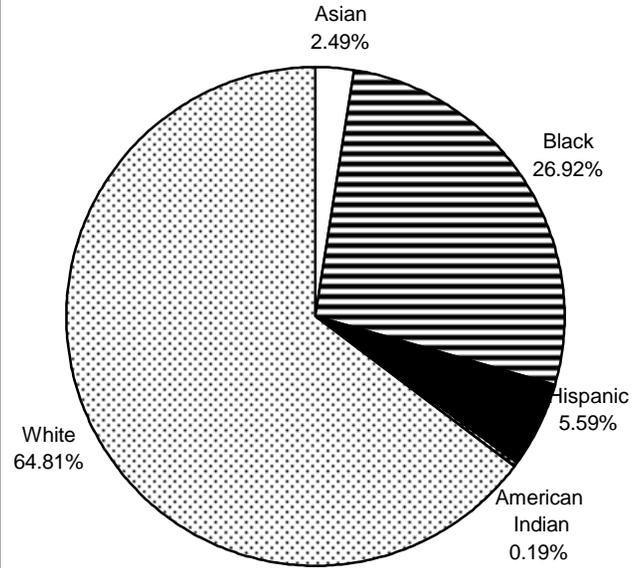
We include several charts and tables analyzing the State Government workforce by gender and ethnicity. There are three tables that give employee counts by agency. The first table gives the ethnic distribution by agency and includes a pie chart alongside that gives the overall ethnic distribution for the entire State Government workforce. Next, there is a similar table giving the gender distribution by agency. Below the large pie chart that shows the overall distribution, there are two smaller pie charts that give the ethnic distributions for males and females in the State Government workforce. These pie charts are not meant to be proportional; you should draw no conclusions from the sizes of the pie charts themselves.

Pages 39 and 40 show historic trends for minorities (Asians, Blacks, Hispanics, or American Indians) and women, respectively. These charts are based on counts of full-time employees, while the three preceding tables count all employees. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974, and the dotted line shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) represents the number of minority or female employees in the full-time State Government workforce. Although there has been growth in the representation of both minorities and women in the State Government workforce over the last twenty years, the increase in minorities is more dramatic. We chose different scales for each chart so that we would be able to display maximum detail, and it would not have been appropriate to chart the increases in minorities and women on the same chart since it would result in “double counting” of minority women.

**STATE OF NEW JERSEY**  
**ETHNIC DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY**

JANUARY 1, 1999

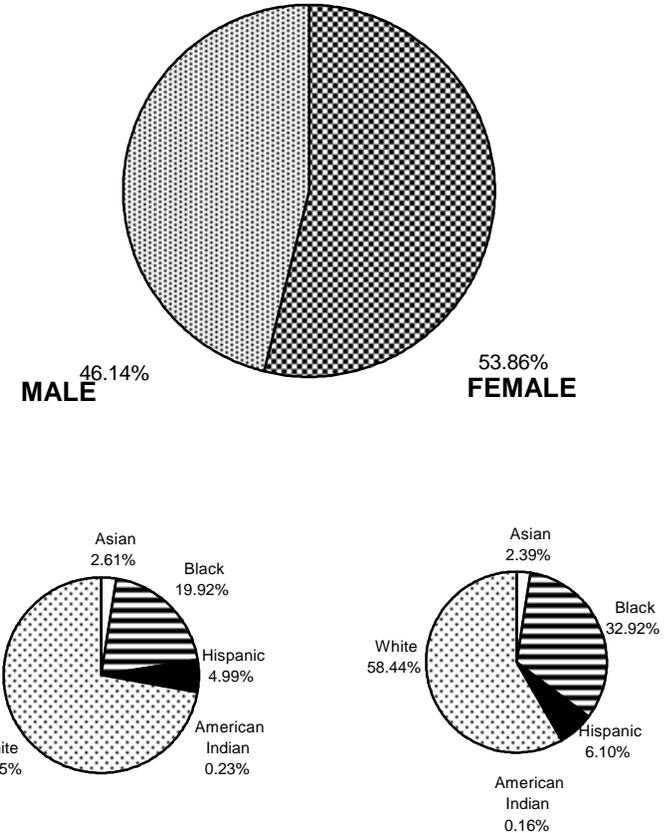
STATE AGENCY	Asian	Black	Hispanic	American Indian	White	Total
<b>AGRICULTURE</b>	13	34	4	0	194	245
<b>BANKING &amp; INSURANCE</b>	13	95	15	0	356	479
<b>COMMUNITY AFFAIRS</b>	20	214	53	2	700	989
<b>CORRECTIONS</b>	68	3,121	577	27	5,930	9,723
(Corrections)	(68)	(3,090)	(563)	(27)	(5,807)	(9,555)
(State Parole Board)	(0)	(31)	(14)	(0)	(123)	(168)
<b>EDUCATION</b>	16	144	19	1	716	896
<b>ENVIRONMENTAL PROTECTION</b>	131	237	50	10	2,733	3,161
<b>GOVERNOR'S OFFICE</b>	0	19	7	0	131	157
<b>HEALTH &amp; SENIOR SERVICES</b>	89	380	61	3	1,365	1,898
<b>HUMAN SERVICES</b>	519	8,159	1,166	24	8,621	18,489
<b>LABOR</b>	99	1,029	353	6	2,687	4,174
<b>LAW &amp; PUBLIC SAFETY</b>	97	1,470	367	27	6,413	8,374
(Law & Public Safety)	(87)	(897)	(282)	(22)	(5,613)	(6,901)
(Juvenile Justice)	(10)	(573)	(85)	(5)	(800)	(1,473)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	104	516	163	5	684	1,472
<b>PERSONNEL</b>	6	112	14	0	291	423
<b>STATE</b>	9	63	10	0	255	337
(State)	(6)	(44)	(6)	(0)	(116)	(172)
(Commission on Higher Education)	(2)	(4)	(0)	(0)	(15)	(21)
(Public Broadcasting)	(1)	(15)	(4)	(0)	(124)	(144)
<b>TRANSPORTATION</b>	250	759	134	5	4,092	5,240
<b>TREASURY</b>	217	1,373	245	12	4,974	6,821
(Treasury)	(173)	(959)	(101)	(9)	(3,729)	(4,971)
(Administrative Law)	(2)	(29)	(5)	(2)	(82)	(120)
(Casino Control)	(1)	(74)	(10)	(1)	(256)	(342)
(Public Defender)	(5)	(196)	(106)	(0)	(576)	(883)
(Public Utilities)	(22)	(70)	(15)	(0)	(161)	(268)
(Ratepayer Advocate)	(3)	(9)	(3)	(0)	(20)	(35)
(Student Assistance)	(11)	(36)	(5)	(0)	(150)	(202)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>1,651</b>	<b>17,725</b>	<b>3,238</b>	<b>122</b>	<b>40,142</b>	<b>62,878</b>
<b>STATE COLLEGES (Career Svc Only)</b>	<b>107</b>	<b>848</b>	<b>343</b>	<b>8</b>	<b>2,307</b>	<b>3,613</b>
<b>DISPLACED WORKER POOL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>1,758</b>	<b>18,573</b>	<b>3,581</b>	<b>130</b>	<b>42,453</b>	<b>66,495</b>
<b>JUDICIARY</b>	131	1,838	651	16	6,422	9,058
<b>LEGISLATURE</b>	3	56	16	0	403	478
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>1,892</b>	<b>20,467</b>	<b>4,248</b>	<b>146</b>	<b>49,278</b>	<b>76,031</b>



**STATE OF NEW JERSEY**  
**GENDER DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY**  
**AND ETHNIC COMPOSITION OF EACH GENDER GROUP**

JANUARY 1, 1999

STATE AGENCY	FEMALE	MALE	TOTAL
<b>AGRICULTURE</b>	<b>136</b>	<b>109</b>	<b>245</b>
<b>BANKING &amp; INSURANCE</b>	<b>258</b>	<b>221</b>	<b>479</b>
<b>COMMUNITY AFFAIRS</b>	<b>519</b>	<b>470</b>	<b>989</b>
<b>CORRECTIONS</b>	<b>2,485</b>	<b>7,238</b>	<b>9,723</b>
(Corrections)	(2,407)	(7,148)	(9,555)
(State Parole Board)	(78)	(90)	(168)
<b>EDUCATION</b>	<b>625</b>	<b>271</b>	<b>896</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,200</b>	<b>1,961</b>	<b>3,161</b>
<b>GOVERNOR'S OFFICE</b>	<b>118</b>	<b>39</b>	<b>157</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,336</b>	<b>562</b>	<b>1,898</b>
<b>HUMAN SERVICES</b>	<b>13,074</b>	<b>5,415</b>	<b>18,489</b>
<b>LABOR</b>	<b>2,717</b>	<b>1,457</b>	<b>4,174</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>2,945</b>	<b>5,429</b>	<b>8,374</b>
(Law & Public Safety)	(2,434)	(4,467)	(6,901)
(Juvenile Justice)	(511)	(962)	(1,473)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>952</b>	<b>520</b>	<b>1,472</b>
<b>PERSONNEL</b>	<b>289</b>	<b>134</b>	<b>423</b>
<b>STATE</b>	<b>169</b>	<b>168</b>	<b>337</b>
(State)	(103)	(69)	(172)
(Commission on Higher Education)	(15)	(6)	(21)
(Public Broadcasting)	(51)	(93)	(144)
<b>TRANSPORTATION</b>	<b>1,555</b>	<b>3,685</b>	<b>5,240</b>
<b>TREASURY</b>	<b>3,766</b>	<b>3,055</b>	<b>6,821</b>
(Treasury)	(2,700)	(2,271)	(4,971)
(Administrative Law)	(80)	(40)	(120)
(Casino Control)	(181)	(161)	(342)
(Public Defender)	(517)	(366)	(883)
(Public Utilities)	(121)	(147)	(268)
(Ratepayer Advocate)	(21)	(14)	(35)
(Student Assistance)	(146)	(56)	(202)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>32,144</b>	<b>30,734</b>	<b>62,878</b>
<b>STATE COLLEGES (Career Svc Only)</b>	<b>2,114</b>	<b>1499</b>	<b>3,613</b>
<b>DISPLACED WORKER POOL</b>	<b>4</b>	<b>0</b>	<b>4</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>34,262</b>	<b>32,233</b>	<b>66,495</b>
<b>JUDICIARY</b>	<b>6,446</b>	<b>2612</b>	<b>9,058</b>
<b>LEGISLATURE</b>	<b>242</b>	<b>236</b>	<b>478</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>40,950</b>	<b>35,081</b>	<b>76,031</b>



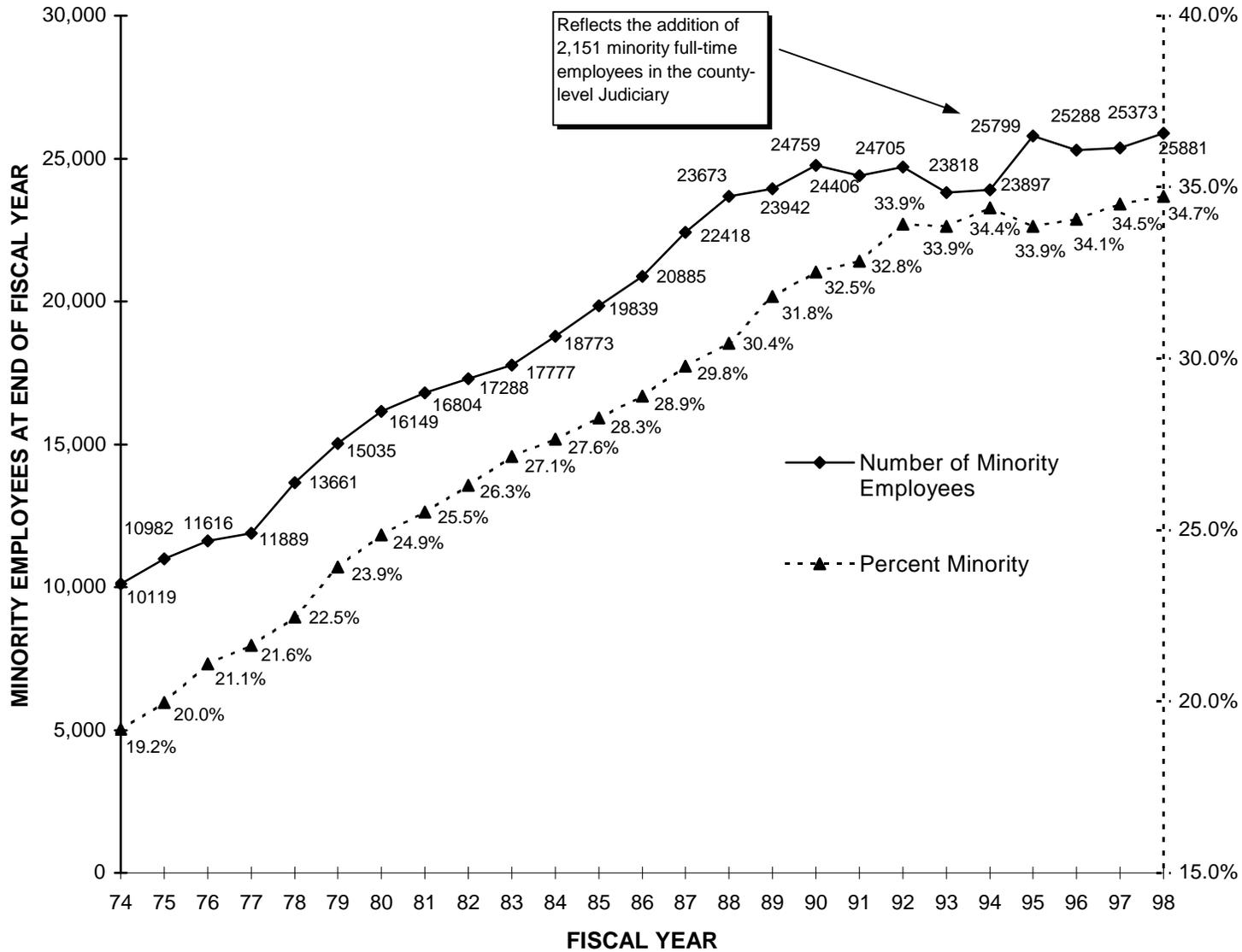
**STATE OF NEW JERSEY**  
**ETHNIC/GENDER DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY**  
**AGENCY**

JANUARY 1, 1999

STATE AGENCY	FEMALE						MALE						GRAND TOTAL
	Asian	Black	Hispanic	American Indian	White	Total	Asian	Black	Hispanic	American Indian	White	Total	
<b>AGRICULTURE</b>	7	23	2	0	104	136	6	11	2	0	90	109	245
<b>BANKING &amp; INSURANCE</b>	5	69	15	0	169	258	8	26	0	0	187	221	479
<b>COMMUNITY AFFAIRS</b>	5	177	34	2	301	519	15	37	19	0	399	470	989
<b>CORRECTIONS</b>	19	1,052	127	4	1,283	2,485	49	2,069	450	23	4,647	7,238	9,723
(Corrections)	(19)	#####	(120)	(4)	#####	(2,407)	(49)	#####	(443)	(23)	#####	#####	(9,555)
(State Parole Board)	(0)	(19)	(7)	(0)	(52)	(78)	(0)	(12)	(7)	(0)	(71)	(90)	(168)
<b>EDUCATION</b>	8	115	15	1	486	625	8	29	4	0	230	271	896
<b>ENVIRONMENTAL PROTECTION</b>	33	163	31	6	967	1,200	98	74	19	4	1,766	1,961	3,161
<b>GOVERNOR'S OFFICE</b>	0	15	6	0	97	118	0	4	1	0	34	39	157
<b>HEALTH &amp; SENIOR SERVICES</b>	57	317	48	2	912	1,336	32	63	13	1	453	562	1,898
<b>HUMAN SERVICES</b>	358	6,061	793	14	5,848	13,074	161	2,098	373	10	2,773	5,415	18,489
<b>LABOR</b>	54	805	274	3	1,581	2,717	45	224	79	3	1,106	1,457	4,174
<b>LAW &amp; PUBLIC SAFETY</b>	38	713	129	4	2,061	2,945	59	757	238	23	4,352	5,429	8,374
(Law & Public Safety)	(31)	(506)	(107)	(2)	#####	(2,434)	(56)	(391)	(175)	(20)	#####	#####	(6,901)
(Juvenile Justice)	(7)	(207)	(22)	(2)	(273)	(511)	(3)	(366)	(63)	(3)	(527)	(962)	(1,473)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	84	415	90	4	359	952	20	101	73	1	325	520	1,472
<b>PERSONNEL</b>	4	90	10	0	185	289	2	22	4	0	106	134	423
<b>STATE</b>	4	44	4	0	117	169	5	19	6	0	138	168	337
(State)	(3)	(34)	(3)	(0)	(63)	(103)	(3)	(10)	(3)	(0)	(53)	(69)	(172)
(Commission on Higher Education)	(1)	(3)	(0)	(0)	(11)	(15)	(1)	(1)	(0)	(0)	(4)	(6)	(21)
(Public Broadcasting)	(0)	(7)	(1)	(0)	(43)	(51)	(1)	(8)	(3)	(0)	(81)	(93)	(144)
<b>TRANSPORTATION</b>	23	395	61	2	1,074	1,555	227	364	73	3	3,018	3,685	5,240
<b>TREASURY</b>	129	1,006	158	8	2,465	3,766	88	367	87	4	2,509	3,055	6,821
(Treasury)	(110)	(706)	(61)	(6)	#####	(2,700)	(63)	(253)	(40)	(3)	#####	#####	(4,971)
(Administrative Law)	(1)	(27)	(3)	(2)	(47)	(80)	(1)	(2)	(2)	(0)	(35)	(40)	(120)
(Casino Control)	(0)	(48)	(4)	(0)	(129)	(181)	(1)	(26)	(6)	(1)	(127)	(161)	(342)
(Public Defender)	(3)	(144)	(74)	(0)	(296)	(517)	(2)	(52)	(32)	(0)	(280)	(366)	(883)
(Public Utilities)	(4)	(48)	(12)	(0)	(57)	(121)	(18)	(22)	(3)	(0)	(104)	(147)	(268)
(Ratepayer Advocate)	(1)	(7)	(1)	(0)	(12)	(21)	(2)	(2)	(2)	(0)	(8)	(14)	(35)
(Student Assistance)	(10)	(26)	(3)	(0)	(107)	(146)	(1)	(10)	(2)	(0)	(43)	(56)	(202)
<b>TOTAL EXECUTIVE DEPARTMENT</b>	<b>828</b>	<b>11,460</b>	<b>1,797</b>	<b>50</b>	<b>18,009</b>	<b>32,144</b>	<b>823</b>	<b>6,265</b>	<b>1,441</b>	<b>72</b>	<b>22,133</b>	<b>30,734</b>	<b>62,878</b>
<b>STATE COLLEGES (Career Svc O</b>	<b>60</b>	<b>481</b>	<b>175</b>	<b>6</b>	<b>1,392</b>	<b>2,114</b>	<b>47</b>	<b>367</b>	<b>168</b>	<b>2</b>	<b>915</b>	<b>1,499</b>	<b>3,613</b>
<b>DISPLACED WORKER POOL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>888</b>	<b>11,941</b>	<b>1,972</b>	<b>56</b>	<b>19,405</b>	<b>34,262</b>	<b>870</b>	<b>6,632</b>	<b>1,609</b>	<b>74</b>	<b>23,048</b>	<b>32,233</b>	<b>66,495</b>
<b>JUDICIARY</b>	<b>88</b>	<b>1,499</b>	<b>514</b>	<b>11</b>	<b>4,334</b>	<b>6,446</b>	<b>43</b>	<b>339</b>	<b>137</b>	<b>5</b>	<b>2,088</b>	<b>2,612</b>	<b>9,058</b>
<b>LEGISLATURE</b>	<b>1</b>	<b>39</b>	<b>10</b>	<b>0</b>	<b>192</b>	<b>242</b>	<b>2</b>	<b>17</b>	<b>6</b>	<b>0</b>	<b>211</b>	<b>236</b>	<b>478</b>
<b>TOTAL STATE GOVT WORKFORC</b>	<b>977</b>	<b>13,479</b>	<b>2,496</b>	<b>67</b>	<b>23,931</b>	<b>40,950</b>	<b>915</b>	<b>6,988</b>	<b>1,752</b>	<b>79</b>	<b>25,347</b>	<b>35,081</b>	<b>76,031</b>

# STATE OF NEW JERSEY

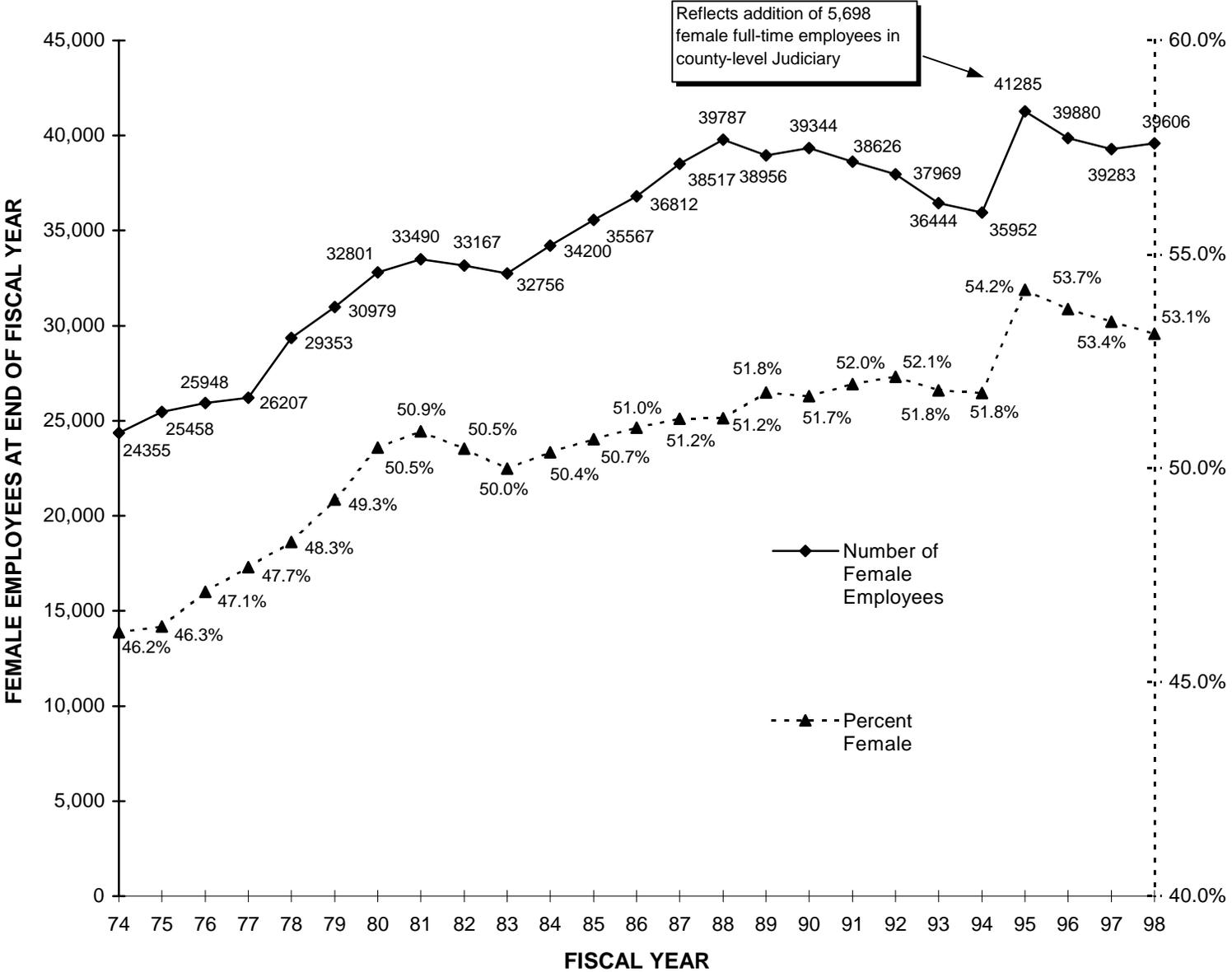
## MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-1998



Full-time employees only.

Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994) and from automated personnel files (1995-1998).

# STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-1998



Full-time employees only.  
Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994) and from automated personnel files (1995-1998).

**STATE OF NEW JERSEY**

**UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION*

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Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employee Relations Commission has approved the division of the State Government workforce into 41 employee relations groups, 28 of which are represented by unions. The other thirteen groups include employees in executive, managerial, and confidential titles. In addition, some employees in other titles are designated as confidential because of the nature of the organizations in which they work; for example, all employees of the Department of Personnel are considered confidential regardless of title, because the Department has everyday access to information that is directly related to the conduct of labor negotiations.

In most cases, each bargaining unit in State Government is entirely represented by a particular union. The Communications Workers of America (CWA) represents the professional, technical, and administrative bargaining units. The American Federation of State, County, and Municipal Employees (AFSCME) represents the direct care workers in State institutions, most of whom are employed by the Department of Human Services and the Department of Military and Veterans Affairs. The International Federation of Professional and Technical Engineers (IFPTE) represents the workers who maintain State highways and the State Government's physical facilities. The Patrolmen's Benevolent Association (PBA) represents the State's Correction Officers and some other law enforcement employees. Specialized organizations represent uniformed State Police officers, court reporters, and probation officers.

Bargaining Units @, 3, 6, and 7 are represented by a "Judiciary Council of Affiliated Unions" which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, the Office and Professional Employees International Union, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. Because of the complexities of this arrangement, these bargaining units are identified as a consolidated group in the tables of union representation on Pages 43 and 44.

**STATE OF NEW JERSEY**  
**UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION (continued)*

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The tables show that CWA represents more State Government employees than any other union, with almost 44 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with about 11 percent of the workforce; the PBA, with approximately 10 percent; and IFPTE, with over six percent. CWA is unique in that it represents many of the State Government's medical, scientific, and technical specialists, some of whom are paid at higher rates than many of the unrepresented managers and executives.

It is important to note that not all employees who are represented by unions are union members. Represented employees who do not choose to join a union are obliged to pay a representation fee that may not exceed 85 percent of union dues. This arrangement is known as "agency shop."

Union representation is a fairly recent development in the history of the State Government workforce. The Employer-Employee Relations Act was adopted in 1968, and the first collective bargaining agreements date from the early 1970s. Later in the 1970s the impact of the negotiation process became more pronounced, supplementing market research as a factor affecting pay levels. Higher-level supervisors were unionized in 1979, and in 1980 collective bargaining led to several different pay schedules instead of just one. In 1981, after a representation election organized by the Public Employee Relations Commission, CWA became the bargaining agent for the professional, technical, and administrative bargaining units.

The table on Page 43 gives counts by agency for State Government employees represented by the different unions, and Page 44 shows the salary distributions for State Government employees in each union. We have limited our reporting of employees by salaries to full-time employees, and we use the same criteria as for our other salary data; we do not include Bar Examiners or members of various Commissions and Boards (see Page 23). Page 45 shows union representation of State Government employees earning salaries of \$50,000 or greater since January 1994. This trend chart excludes the county-level Judiciary employees who became part of the State workforce midway through the period covered. It is apparent from this chart that the most significant factors increasing the number of union-represented employees earning \$50,000 or more was a 6% increase (negotiated in 1992) which took effect in July of 1994 and across the board increases (negotiated in 1994) which took effect in June of 1997 and June of 1998.

**STATE OF NEW JERSEY**  
**UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES BY AGENCY**

JANUARY 1, 1999

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	Patrolmans Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Assoc.	TOTAL
<b>AGRICULTURE</b>	149	0	0	36	0	0	0	0	0	0	0	185
<b>BANKING &amp; INSURANCE</b>	346	0	0	14	0	0	0	0	0	0	0	360
<b>COMMUNITY AFFAIRS</b>	732	0	0	126	0	0	0	0	0	0	0	858
<b>CORRECTIONS</b>	1,919	272	6,718	347	0	0	0	0	0	0	0	9,256
(Corrections)	(1,769)	(272)	(6,718)	(346)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(9,105)
(State Parole Board)	(150)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(151)
<b>EDUCATION</b>	670	37	0	28	0	0	0	0	0	0	0	735
<b>ENVIRONMENTAL PROTECTION</b>	2,286	0	137	295	0	0	0	0	0	0	0	2,718
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH &amp; SENIOR SERVICES</b>	1,554	17	0	17	0	0	0	0	0	0	0	1,588
<b>HUMAN SERVICES</b>	8,865	6,839	78	1,498	0	0	0	0	0	0	0	17,280
<b>LABOR</b>	3,511	11	0	21	0	0	0	0	0	0	0	3,543
<b>LAW &amp; PUBLIC SAFETY</b>	2,288	272	418	505	0	1,850	676	152	0	0	0	6,161
(Law & Public Safety)	(1,923)	(27)	(20)	(502)	(0)	(1,850)	(676)	(152)	(0)	(0)	(0)	(5,150)
(Juvenile Justice)	(365)	(245)	(398)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1,011)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	502	610	0	171	0	0	0	0	0	0	0	1,283
<b>PERSONNEL</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>STATE</b>	211	0	0	40	0	0	0	0	0	0	0	251
(State)	(130)	(0)	(0)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(133)
(Commission on Higher Ed)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(3)
(Public Broadcasting)	(78)	(0)	(0)	(37)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(115)
<b>TRANSPORTATION</b>	3,097	0	3	1,348	271	0	0	0	0	0	0	4,719
<b>TREASURY</b>	4,988	0	4	182	0	0	0	0	0	0	0	5,174
(Treasury)	(3,831)	(0)	(4)	(170)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(4,005)
(Administrative Law)	(67)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(67)
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
(Public Defender)	(733)	(0)	(0)	(9)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(742)
(Public Utilities)	(190)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(191)
(Ratepayer Advocate)	(22)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(22)
(Student Assistance)	(145)	(0)	(0)	(2)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(147)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	31,118	8,058	7,358	4,628	271	1,850	676	152	0	0	0	54,111
<b>DISPLACED WORKER POOL</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL EXECUTIVE BRANCH</b>	31,118	8,058	7,358	4,628	271	1,850	676	152	0	0	0	54,111
<b>JUDICIARY</b>	672	0	0	0	0	0	0	0	85	3,916	723	5,396
<b>LEGISLATURE</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	31,790	8,058	7,358	4,628	271	1,850	676	152	85	3,916	723	59,507
<b>% OF UNION REPRESENTED EMPS</b>	53.4%	13.5%	12.4%	7.8%	0.5%	3.1%	1.1%	0.3%	0.1%	6.6%	1.2%	100.0%
<b>% OF STATE GOVT WORKFORCE</b>	43.9%	11.1%	10.2%	6.4%	0.4%	2.6%	0.9%	0.2%	0.1%	5.4%	1.0%	82.2%

Table based on data from Centralized Payroll files. Includes full-time and part-time employees; excludes employees on leave and employees in the State colleges.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES**  
**BY SALARY AND UNION REPRESENTATION**

JANUARY 1, 1999

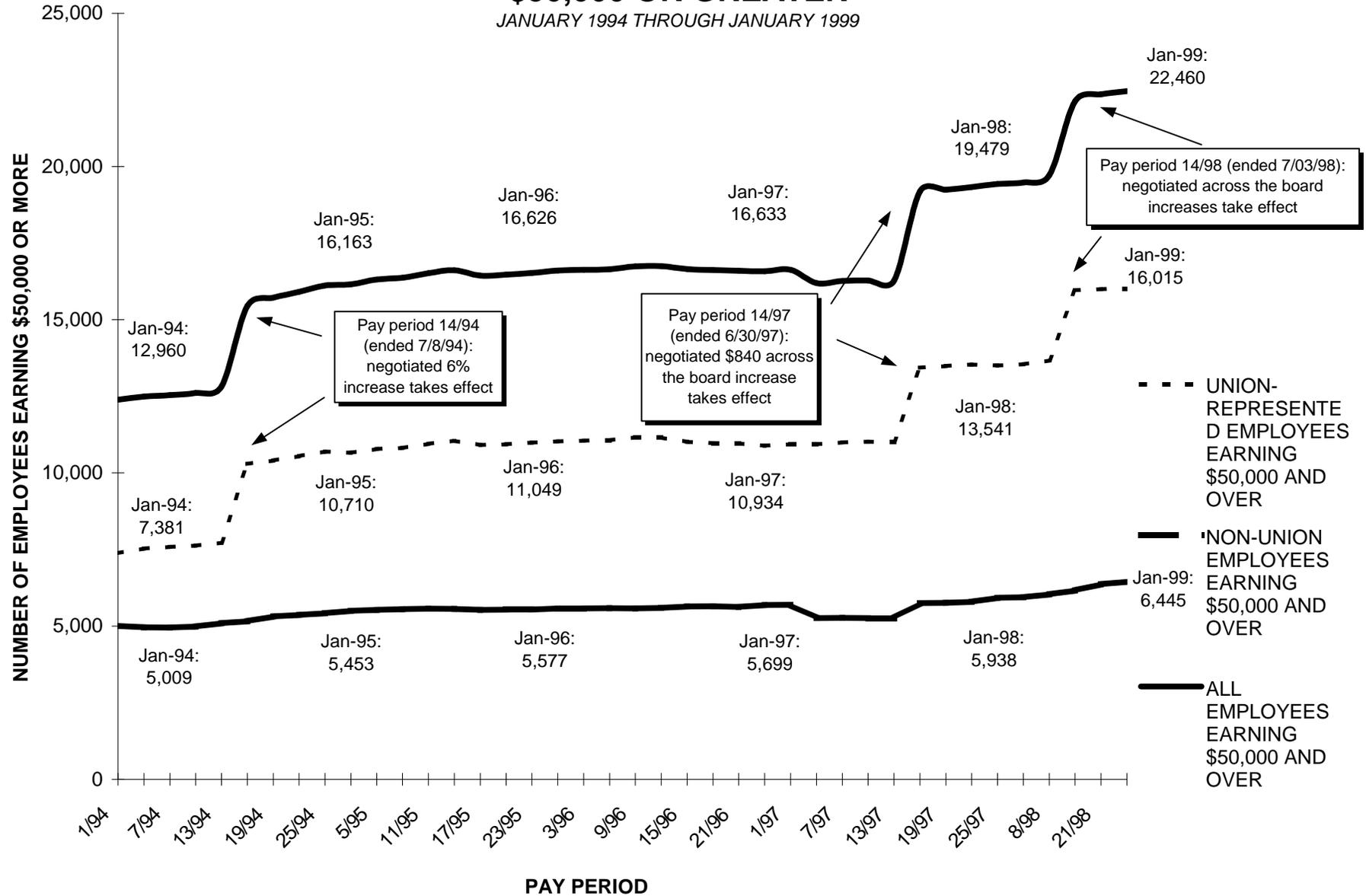
<b>SALARY GROUPS</b>	<b>Communications Workers of America</b>	<b>American Federation of State, County &amp; Municipal Employees</b>	<b>Patrolmans Benevolent Association</b>	<b>International Federation of Professional &amp; Tech. Engineers</b>	<b>Service Employees International Union</b>	<b>State Troopers Fraternal Association</b>	<b>State Police Non-Commissioned Officers Association</b>	<b>State Police Superior Officers Association</b>	<b>Court Reporters</b>	<b>Judiciary Council of Affiliated Unions</b>	<b>Probation Officers Association of New Jersey</b>	<b>Non-Union</b>
BELOW 15,000	0	1	0	0	0	0	0	0	0	0	0	6
15,000 - 19,999	280	526	0	109	0	0	0	0	0	468	0	22
20,000 - 24,999	929	1,250	0	464	0	0	0	0	0	1,174	2	115
25,000 - 29,999	3,753	2,074	0	1,674	0	0	0	0	0	1,162	9	724
30,000 - 34,999	5,396	3,454	471	965	87	149	0	0	0	639	28	1,499
35,000 - 39,999	3,568	139	1,175	918	11	294	0	0	0	303	134	1,198
40,000 - 44,999	4,089	178	621	121	158	228	0	0	0	90	121	1,135
45,000 - 49,999	3,456	0	524	56	15	115	0	0	0	50	95	720
50,000 - 54,999	3,018	0	3,346	6	0	4	0	0	0	14	84	852
55,000 - 59,999	2,844	0	347	8	0	1,060	465	0	3	3	114	899
60,000 - 64,999	1,379	0	457	0	0	0	125	0	82	0	78	932
65,000 - 69,999	1,296	0	330	0	0	0	86	6	0	0	38	1,023
70,000 - 74,999	461	0	28	0	0	0	0	146	0	1	17	960
75,000 - 79,999	90	0	54	0	0	0	0	0	0	0	0	640
80,000 - 84,999	87	0	5	0	0	0	0	0	0	0	0	424
85,000 - 89,999	17	0	0	0	0	0	0	0	0	0	1	394
90,000 - 94,999	2	0	0	0	0	0	0	0	0	0	0	146
95,000 - 99,999	15	0	0	0	0	0	0	0	0	0	0	79
100,000 - ABOVE	173	0	0	0	0	0	0	0	0	0	0	503
<b>TOTAL</b>	<b>30,853</b>	<b>7,622</b>	<b>7,358</b>	<b>4,321</b>	<b>271</b>	<b>1,850</b>	<b>676</b>	<b>152</b>	<b>85</b>	<b>3,904</b>	<b>721</b>	<b>12,271</b>

*Data provided from Centralized Payroll files. Does not include part-time employees, Bar Examiners, members of various Commissions and Boards, employees on leave, or employees in the State colleges.*

# STATE OF NEW JERSEY

## UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES WITH SALARIES OF \$50,000 OR GREATER

JANUARY 1994 THROUGH JANUARY 1999



Data provided from Centralized Payroll files.

Excludes part-time employees, employees on leave without pay, employees in the State colleges and county-level Judiciary employees.

**STATE OF NEW JERSEY**  
**LOCAL GOVERNMENT MERIT SYSTEM JOBS**

*INTRODUCTION*

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The New Jersey Department of Personnel administers a merit system of employment for both the State Government and the local jurisdictions that have adopted Title 11A of the Revised Statutes by referendum. These jurisdictions comprise 20 of the State's 21 counties and more than 300 other jurisdictions, including both municipalities and special-purpose authorities and districts. Approximately a third of the State's 566 municipalities subscribe to the system, including most of the larger, older, and more urban ones. On the other hand, only a small number of school districts have adopted the merit system legislation.

The most recent New Jersey Department of Labor figures for local government employment in New Jersey (January, 1999) indicate total employment of approximately 372,900, with about 222,300 of these employed in education. Thus, the employees in merit system jurisdictions who do not work in school districts (the vast majority of the 108,251 identified in our records) represent about 68% of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following tables and charts (with the exception of Page 49) summarize local government merit system employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why most of the following tables and charts summarize 111,639 jobs rather than 108,251 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

You will also note that the tables do not address a number of the issues that are covered in tables dealing with State Government employees, such as age, length of service, ethnic identity, gender, and salary. That is because the data files we use for local government are a consolidation of various local files, which differ from each other in the formats used for these types of data. Because the Department of Personnel's responsibilities with respect to local jurisdictions are largely confined to position classification and examination, we have directed our most strenuous efforts in records maintenance to insuring the accuracy of data concerning class of service and title. We are also offering local jurisdictions the opportunity to access our automated database, not only in order to provide a service but in hopes that this will motivate them to maintain more data fields on a current basis.

**STATE OF NEW JERSEY**  
**LOCAL GOVERNMENT MERIT SYSTEM JOBS**

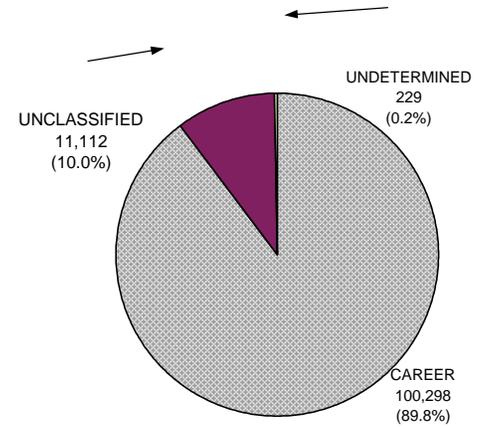
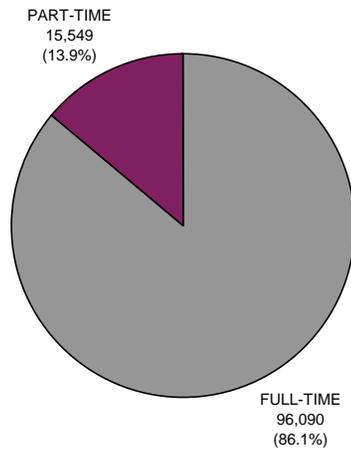
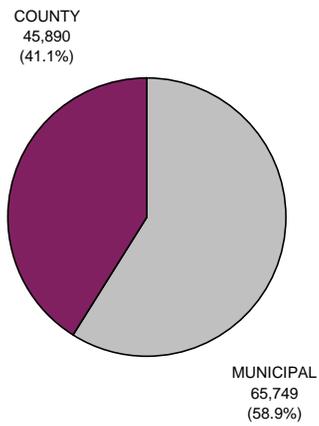
*INTRODUCTION (continued)*

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The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since a higher proportion of counties compared to local jurisdictions have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Nearly ninety percent of these jobs are in the Career Service. The vast majority are full-time, although at the municipal level one job out of every six is part-time. Reflecting both population distribution and the geographic spread of the merit system, most of the jobs are in North Jersey; almost half of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Almost two out of every five jobs are in the service occupations, while slightly more than a quarter of them are categorized as professional, technical or managerial.

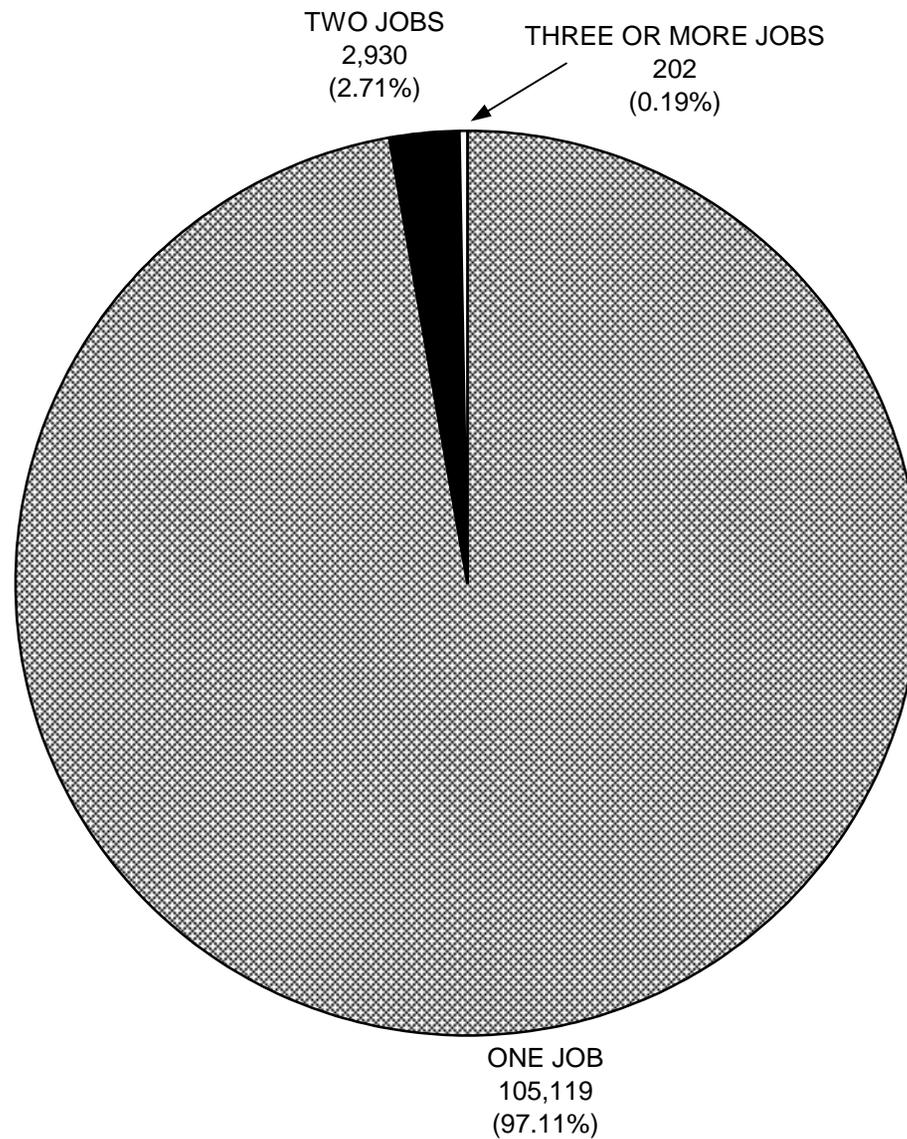
The tables also reveal some interesting comparisons between State Government jobs and local government merit system jobs. More than one out of eight local government merit system jobs is part-time, compared with almost one out of sixty State Government jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the more even geographic distribution of local government merit system jobs. Finally, the occupational breakdown of local government merit system jobs is significantly different from that of State Government jobs; while the professional/technical/managerial group is by far the largest in the State Government, in the local jurisdictions the service occupations, which consist largely of protective services like public safety and direct care of patients in hospitals and institutions, are most heavily represented. While clerical jobs are about one-fifth of the total at both the State and local levels, structural work is much more important at the local than at the State level.

STATE OF NEW JERSEY  
**LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
 QUANTITATIVE SUMMARY  
 JANUARY 1, 1999



Data from the Department of Personnel's Consolidated Employee File.  
 Percentages refer to the number of Local Government Merit System Jobs as of 1/1/1999: 111,639.

STATE OF NEW JERSEY  
**LOCAL GOVERNMENT MERIT SYSTEM EMPLOYEES**  
NUMBER OF JOBS PER EMPLOYEE  
JANUARY 1, 1999



Percentages refer to the total number of employees holding local government Merit System jobs: 108,251.

**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND WORK SCHEDULE**

JANUARY 1, 1999

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL COUNTY	FULL-TIME	PART-TIME	SUBTOTAL MUNICIPAL	FULL-TIME	PART-TIME	
ATLANTIC	1,666	76	1,742	2,558	430	2,988	4,224	506	4,730
BERGEN	4,082	614	4,696	3,066	989	4,055	7,148	1,603	8,751
BURLINGTON	1,993	249	2,242	1,687	608	2,295	3,680	857	4,537
CAMDEN	3,273	274	3,547	2,849	740	3,589	6,122	1,014	7,136
CAPE MAY	1,114	68	1,182	1,515	425	1,940	2,629	493	3,122
CUMBERLAND	1,091	155	1,246	1,973	577	2,550	3,064	732	3,796
ESSEX	4,396	166	4,562	10,901	1,671	12,572	15,297	1,837	17,134
GLOUCESTER	1,389	134	1,523	443	143	586	1,832	277	2,109
HUDSON	2,722	137	2,859	8,668	1,437	10,105	11,390	1,574	12,964
HUNTERDON	557	178	735	0	0	0	557	178	735
MERCER	1,867	168	2,035	2,915	306	3,221	4,782	474	5,256
MIDDLESEX	2,492	157	2,649	2,866	630	3,496	5,358	787	6,145
MONMOUTH	3,106	196	3,302	2,209	559	2,768	5,315	755	6,070
MORRIS	2,051	233	2,284	1,392	369	1,761	3,443	602	4,045
OCEAN	2,536	382	2,918	2,760	809	3,569	5,296	1,191	6,487
PASSAIC	2,763	287	3,050	3,489	632	4,121	6,252	919	7,171
SALEM	569	89	658	92	34	126	661	123	784
SOMERSET	15	0	15	9	0	9	24	0	24
SUSSEX	690	136	826	603	325	928	1,293	461	1,754
UNION	2,681	178	2,859	3,868	566	4,434	6,549	744	7,293
WARREN	827	133	960	347	289	636	1,174	422	1,596
<b>TOTAL</b>	<b>41,880</b>	<b>4,010</b>	<b>45,890</b>	<b>54,210</b>	<b>11,539</b>	<b>65,749</b>	<b>96,090</b>	<b>15,549</b>	<b>111,639</b>

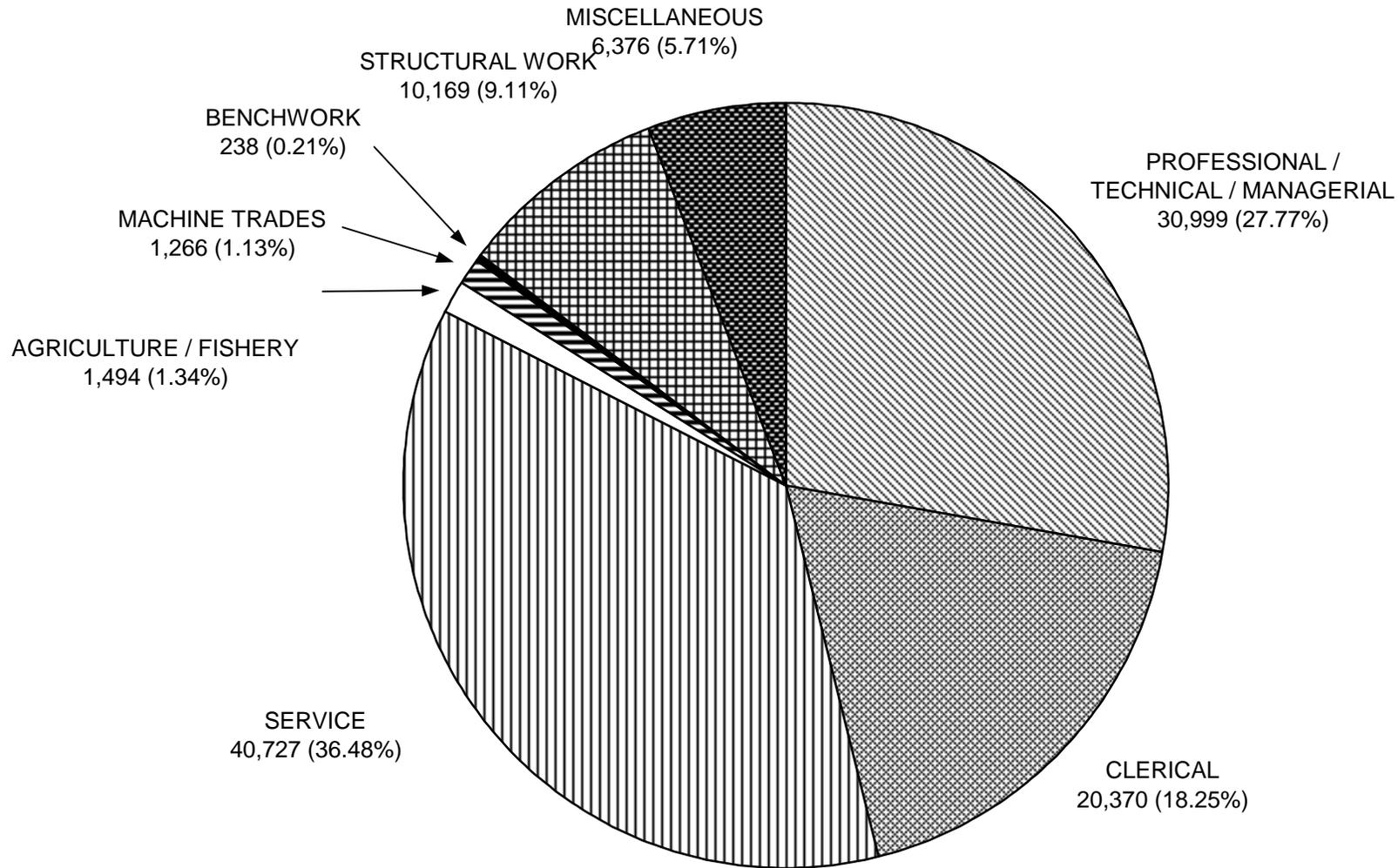
**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND SERVICE DIVISION**  
 JANUARY 1, 1999

LOCATION	COUNTY						MUNICIPAL						TOTAL			GRAND TOTAL
	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	UNDETERMINED*	TOTAL COUNTY	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	UNDETERMINED*	TOTAL MUNICIPAL	TOTAL CAREER	TOTAL UNCLASSIFIED	TOTAL UNDETERMINED*	
ATLANTIC	1,231	291	1,522	219	1	1,742	2,101	614	2,715	268	5	2,988	4,237	487	6	4,730
BERGEN	2,935	1,322	4,257	434	5	4,696	2,727	806	3,533	520	2	4,055	7,790	954	7	8,751
BURLINGTON	1,540	481	2,021	215	6	2,242	1,403	547	1,950	342	3	2,295	3,971	557	9	4,537
CAMDEN	2,510	626	3,136	405	6	3,547	2,393	569	2,962	624	3	3,589	6,098	1,029	9	7,136
CAPE MAY	758	306	1,064	117	1	1,182	1,325	386	1,711	229	0	1,940	2,775	346	1	3,122
CUMBERLAND	780	356	1,136	110	0	1,246	1,483	789	2,272	271	7	2,550	3,408	381	7	3,796
ESSEX	3,092	868	3,960	594	8	4,562	8,825	3,031	11,856	657	59	12,572	15,816	1,251	67	17,134
GLOUCESTER	1,054	280	1,334	185	4	1,523	398	77	475	111	0	586	1,809	296	4	2,109
HUDSON	1,851	588	2,439	419	1	2,859	6,589	3,046	9,635	463	7	10,105	12,074	882	8	12,964
HUNTERDON	462	138	600	125	10	735	0	0	0	0	0	0	600	125	10	735
MERCER	1,435	394	1,829	204	2	2,035	2,540	429	2,969	242	10	3,221	4,798	446	12	5,256
MIDDLESEX	2,040	291	2,331	314	4	2,649	2,438	724	3,162	330	4	3,496	5,493	644	8	6,145
MONMOUTH	2,433	598	3,031	264	7	3,302	1,962	423	2,385	370	13	2,768	5,416	634	20	6,070
MORRIS	1,418	585	2,003	275	6	2,284	1,354	210	1,564	195	2	1,761	3,567	470	8	4,045
OCEAN	2,224	422	2,646	266	6	2,918	2,158	1,007	3,165	396	8	3,569	5,811	662	14	6,487
PASSAIC	1,896	877	2,773	262	15	3,050	3,224	628	3,852	259	10	4,121	6,625	521	25	7,171
SALEM	448	142	590	66	2	658	71	21	92	34	0	126	682	100	2	784
SOMERSET	15	0	15	0	0	15	5	1	6	1	2	9	21	1	2	24
SUSSEX	554	161	715	111	0	826	565	129	694	232	2	928	1,409	343	2	1,754
UNION	1,866	698	2,564	293	2	2,859	3,409	616	4,025	405	4	4,434	6,589	698	6	7,293
WARREN	562	280	842	117	1	960	345	122	467	168	1	636	1,309	285	2	1,596
<b>TOTAL</b>	<b>31,104</b>	<b>9,704</b>	<b>40,808</b>	<b>4,995</b>	<b>87</b>	<b>45,890</b>	<b>45,315</b>	<b>14,175</b>	<b>59,490</b>	<b>6,117</b>	<b>142</b>	<b>65,749</b>	<b>100,298</b>	<b>11,112</b>	<b>229</b>	<b>111,639</b>

\*Indicates jobs classified in tentative titles. The Department is taking action to resolve these cases and to classify all jobs in approved titles.  
 Data provided by the Department of Personnel from its Consolidated Employee File.

STATE OF NEW JERSEY  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS  
BY OCCUPATIONAL GROUP**

JANUARY 1, 1999



Data provided by the Department of Personnel from its Consolidated Employee File.  
Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.  
Percentages refer to the total number of local government Merit System jobs as of 1/1/1999: 111,639.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATION**

JANUARY 1, 1999

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
<b>PROFESSIONAL / TECHNICAL / MANAGERIAL</b>	00 Surveying / Engineering (other than Environmenta	398	308	706
	01 Environmental Engineering / Architecture	26	24	50
	02 Physical Sciences / Statistics	191	100	291
	04 Life Sciences	69	32	101
	05 Community Development / Social Science	439	918	1,357
	06 Social & Psychological Services	2,428	378	2,806
	07 Medical and Health Services	2,662	1,245	3,907
	09 Education	375	2,141	2,516
	10 Museum, Library & Archival Sciences	1,360	2,132	3,492
	11 Law	1,147	936	2,083
	12 Information Processing	367	246	613
	13 Writing	49	64	113
	14 Art	37	21	58
	15 Finance	441	762	1,203
	16 Administration	3,915	3,154	7,069
	17 Inspections / Investigator	890	2,259	3,149
	18 Recreation	313	1,170	1,483
	19 Public Broadcasting	0	2	2
	<b>CLERICAL</b>	20 Stenography, Typing & Filing	7,274	8,136
21 Computing & Account Recording		781	1,385	2,166
22 Stock, Storage, & Inventory		187	95	282
24 Information & Message Distribution		896	1,616	2,512
<b>SERVICE</b>	30 Building / Institution / Facility Services	1,743	2,772	4,515
	31 Food / Beverage Preparation/Service	858	1,148	2,006
	33 Barbering / Cosmetology	7	0	7
	35 Direct Care / Personal & Health Service	2,698	56	2,754
	36 Protective Services	9,517	21,928	31,445
<b>AGRICULTURE / FISHERY</b>	40 Planting / Gardening	550	707	1,257
	41 Animal Farming	109	127	236
	42 Fishery	0	1	1
<b>MACHINE TRADES</b>	60 Machinery Repair	389	810	1,199
	65 Printing	56	11	67
<b>BENCHWORK</b>	70 Medical / Scientific Repair	10	49	59
	72 Electrical Repair	86	93	179
<b>STRUCTURAL WORK</b>	80 Skilled Trades	383	478	861
	81 Infrastructure Repair/Maintenance	2,252	7,056	9,308
<b>MISCELLANEOUS</b>	90 Transporting	957	1,901	2,858
	91 Utilities Production/Distributor	382	791	1,173
	92 Multiple Groups	738	765	1,503
	93 Student Assistants	124	419	543
	99 Not Coded	128	171	299
<b>TOTAL</b>		<b>45,232</b>	<b>66,407</b>	<b>111,639</b>

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**

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Atlantic County  
Bergen County  
Burlington County  
Camden County  
Cape May County  
Cumberland County  
Essex County  
Gloucester County  
Hudson County  
Hunterdon County  
Mercer County  
Middlesex County  
Monmouth County  
Morris County  
Ocean County  
Passaic County  
Salem County  
Sussex County  
Union County  
Warren County  
Aberdeen, Twp. of  
Allamuchy, Twp. of  
Alpha, Boro of  
Andover, Twp. of  
Asbury Park, City of  
Atlantic City  
Atlantic City Housing Auth.  
Atlantic City Library  
Atlantic City MUA  
Bayonne, City of  
Bayonne Housing Auth.

Beach Haven, Boro of  
Beachwood, Boro of  
Belleville, Town of  
Belleville Library  
Belmar, Boro of  
Belmar Housing Auth.  
Bergenfield, Boro of  
Bergenfield Bd. of Health  
Bergenfield Library  
Berkeley, Twp. of  
Berkeley Housing Auth.  
Berkeley School District  
Beverly, City of  
Beverly Housing Auth.  
Bloomfield, Town of  
Bloomfield Library  
Boonton, Town of  
Boonton Library  
Bordentown, City of  
Bordentown, Twp. of  
Bordentown Twp. Fire  
District 1 & 2  
Brick, Twp. of  
Brick Housing Auth.  
Brick Fire District  
Brick School District  
Bridgeton, City of  
Bridgeton Housing Auth.  
Bridgeton Library  
Bridgeton Mun. Port Auth.  
Brooklawn, Boro of

Buena, Boro of  
Buena Housing Auth.  
Buena Mun. Utilities Auth.  
Burlington, City of  
Burlington City Bd. of Health  
Burlington City Hous. Auth.  
Burlington, Twp. of  
Burlington Twp. Fire Dist. 1  
Butler, Boro of  
Butler Library  
Byram, Twp. of  
Camden, City of  
Camden Housing Auth.  
Camden City Library  
Camden Redev. Agency  
Cape May City  
Cape May Housing Auth.  
Carteret, Boro of  
Carteret Board of Health  
Carteret Library  
Cinnaminson, Twp. of  
Cinnaminson Fire Dist. 1  
Clark, Twp. of  
Clark Library  
Clementon, Boro of  
Clementon Housing Auth.  
Clifton, City of  
Clifton Library  
Cliffside Park Housing Auth.  
Delanco, Twp. of  
Delran, Twp. of

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**

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Delran Fire District 1  
Dennis, Twp. of  
Deptford, Twp. of  
Deptford Twp. Fire Dist. 1  
Deptford Library  
Deptford Mun. Util. Auth.  
Dover, Town of  
Dover Housing Authority  
Dover Library  
East Orange, City of  
East Orange Library  
East Rutherford, Boro  
East Rutherford Bd. of Health  
East Rutherford Library  
Edgewater, Boro of  
Edgewater Bd. of Health  
Edgewater Housing Auth.  
Edgewater Library  
Edgewater Park Twp.  
Edgewater Park Fire Dist. 1  
Egg Harbor City  
Elizabeth, City of  
Elizabeth Housing Auth.  
Elmwood Park Boro  
Ewing, Twp. of  
Fair Lawn, Boro of  
Fairview, Boro of  
Florence, Twp. of  
Florence Housing Auth.  
Fort Lee, Boro of  
Franklin, Twp. of

Franklin Housing Auth.  
Freehold, Boro of  
Freehold Boro Housing Auth.  
Freehold, Twp. of  
Garfield, City of  
Garfield Housing Auth.  
Glassboro Housing Auth.  
Gloucester City  
Gloucester, Twp. of  
Gloucester Twp. Fire Districts  
1, 2, 3, 4, 5, 6  
Gloucester Twp. MUA  
Green, Twp. of  
Guttenberg Housing Auth.  
Hackensack, City of  
Hackensack Housing Auth.  
Hackettstown, Town of  
Hackettstown MUA  
Haddon Twp. Housing Auth.  
Hamilton, Twp. of  
Hamilton Fire Dist. 2, 3, 4,  
5, 6, 7, 8, 9  
Hammonton, Town of  
Hampton, Twp. of  
Harmony, Twp. of  
Harrison, Town of  
Harrison Housing Auth.  
Hazlet, Twp. of  
Hazlet Board of Health  
Hazlet Fire District 1  
Highland Park Housing Auth.

Highlands, Boro of  
Highlands Housing Auth.  
Hillside, Twp. of  
Hoboken, City of  
Hoboken Housing Auth.  
Holmdel, Twp. of  
Hopatcong, Boro of  
Independence, Twp. of  
Independence MUA  
Irvington, Town of  
Irvington Housing Auth.  
Jackson, Twp. of  
Jackson Fire Dist. 2, 3, 4  
Jackson MUA  
Jefferson, Twp. of  
Jersey City  
Jersey City School District  
Keansburg, Boro of  
Keansburg Housing Auth.  
Keansburg MUA  
Kearny, Town of  
Keyport, Boro of  
Kinnelon Civil Defense  
Kresson Fire District  
Lacey, Twp. of  
Lakehurst, Boro of  
Lakewood, Twp. of  
Lakewood Fire District 1  
Lakewood Mun. Util. Auth.  
Lavallette, Boro of  
Lawnside, Boro of

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**

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Lawrence, Twp. of  
Liberty, Twp. of  
Lincoln Park, Boro of  
Linden, City of  
Linden Housing Auth.  
Lindenwold, Boro of  
Lindenwold MUA  
Little Egg Harbor Twp.  
Lodi, Boro of  
Lodi Housing Auth.  
Lodi School District  
Long Beach, Twp. of  
Long Branch, City of  
Long Branch Housing Auth.  
Lopatcong, Twp. of  
Lower Twp.  
Magnolia, Boro of  
Mahwah Civil Defense  
Manasquan, Boro of  
Manasquan Fire District 1  
Maple Shade, Twp. of  
Margate City  
Marlboro, Twp. of  
Marlboro MUA  
Marlboro Fire District 1  
Maurice River, Twp. of  
Maurice River School Dist.  
Middle Twp.  
Middle School Dist.  
Middletown, Twp. of  
Middletown Housing Auth.

Millburn, Twp. of  
Milltown, Boro of  
Millville, City of  
Millville School District  
Monroe, Twp. of  
Monroe MUA  
Montville, Twp. of  
Montville Fire Dist. 1, 2, 3  
Moonachie, Boro of  
Moorestown, Twp. of  
Moorestown Fire Dist. 1, 2  
Morristown, Town of  
Morristown Housing Auth.  
Morris Plains Civil Defense  
Mount Holly, Twp. of  
Mount Holly Fire Dist. 1  
Mount Laurel, Twp. of  
Mount Laurel Fire Dist. 1  
Mount Laurel MUA  
Neptune City Housing Auth.  
Neptune Twp. Hous. Auth.  
Newark, City of  
Newark School District  
New Brunswick, City of  
Newton, Town of  
North Arlington, Boro of  
North Bergen, Twp. of  
North Brunswick, Twp. of  
North Wildwood, City of  
Nutley, Town of  
Oakland, Boro of

Ocean City  
Ocean City Housing Auth.  
Ogdensburg, Boro of  
Orange, City of  
Orange Housing Auth.  
Park Ridge, Boro of  
Parsippany-Troy Hills Boro  
Passaic, City of  
Passaic Valley Water Comm.  
Paterson, City of  
Paterson Housing Auth.  
Pemberton, Twp. of  
Pennsauken, Twp. of  
Pennsauken Housing Auth.  
Penns Grove Housing Auth.  
Perth Amboy, City of  
Phillipsburg, Town of  
Phillipsburg Housing Auth.  
Plainfield, City of  
Plainfield Housing Auth.  
Pleasantville Housing Auth.  
Pohatcong, Twp. of  
Point Pleasant, Boro of  
Point Pleasant Beach Boro  
Pompton Lakes, Boro of  
Rahway, City of  
Rahway Housing Auth.  
Red Bank Housing Auth.  
Ridgewood, Village of  
Ringwood, Boro of  
Riverside, Twp. of

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**

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Rockaway, Twp. of  
Roselle, Boro of  
Rutherford, Boro of  
Saddle Brook, Twp. of  
Salem, City of  
Salem City Housing Auth.  
Salem City Port Authority  
Sayreville, Boro of  
Sayreville Housing Auth.  
Scotch Plains, Twp. of  
Sea Isle City  
Seaside Heights, Boro of  
Seaside Park, Boro of  
Somerdale, Boro  
Somers Point, City of  
Somerset Co. Bd. of Soc. Ser.  
South Amboy, City of  
South Amboy Housing Auth.  
South Amboy Library  
South Belmar, Boro of  
South Orange, Village of  
South Plainfield, Boro of  
South Toms River, Boro of  
Sparta, Twp. of  
Stanhope, Boro of  
Stillwater, Twp. of  
Stratford, Boro of  
Summit Housing Authority  
Teaneck, Twp. of  
Trenton, City of  
Trenton Library

Trenton/Mercer Co. Building  
Commission  
Union Beach, Boro of  
Union City  
Union City Housing Auth.  
Union, Twp. of  
Upper Twp.  
Ventnor City  
Vernon, Twp. of  
Verona, Boro of  
Vineland, City of  
Vineland Housing Auth.  
Vineland School District  
Voorhees, Twp. of  
Voorhees Fire District  
Waldwick, Boro of  
Wallington, Boro of  
Wanaque, Boro of  
Wantage, Twp. of  
Washington, Boro of  
Weehawken, Twp. of  
Weehawken Housing Auth.  
Weehawken School Dist.  
West Milford, Twp. of  
West New York, Town of  
West New York Hous. Auth.  
West Orange, Town of  
West Paterson, Boro of  
White, Twp. of  
Wildwood, City of  
Wildwood City Hous. Auth.

Wildwood Crest, Boro of  
Wildwood Joint Construction  
Office  
Willingboro, Twp. of  
Willingboro MUA  
Winslow, Twp. of  
Winslow Twp. Fire District  
Woodbine, Boro of  
Woodbridge, Twp. of  
Woodbridge Fire Dist. 1, 2,  
4, 5, 7, 8, 9, 12  
Woodbridge Library  
Woodlynne, Boro of  
Wood Ridge, Boro of